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ABSTRACT

The Safe Schools Coalition of Washington is a public-private partnership of 90 offices, agencies, and organizations, as well as many individuals. The Coalition's Anti-Violence Documentation Project is an ongoing statewide qualitative study examining the phenomenon of anti-gay sexual harassment and violence in kindergarten through grade 12. This resource guide makes some suggestions about what schools and citizens should be doing to prevent or reduce the harassment of gay or lesbian students and it lists agencies and organizations that can serve as resources, as well as some other resources to help maintain school safety for all students. Part 1 contains recommendations and strategies centering on the following areas: (1) policies; (2) hiring; (3) training; (4) books; (5) student groups; (6) curriculum; (7) respect; (8) respect (second recommendations); (9) intervention; (10) reporting; (11) discipline; (12) the needs of the targeted person; and (13) the needs of the school community. Part 2 lists national and international, state and regional, and local organizations that can support a school community in its efforts. Part 3 lists other resources, including publications of the Safe Schools Coalition and World Wide Web sties, along with publications and nonprint media from other sources. (SLD)

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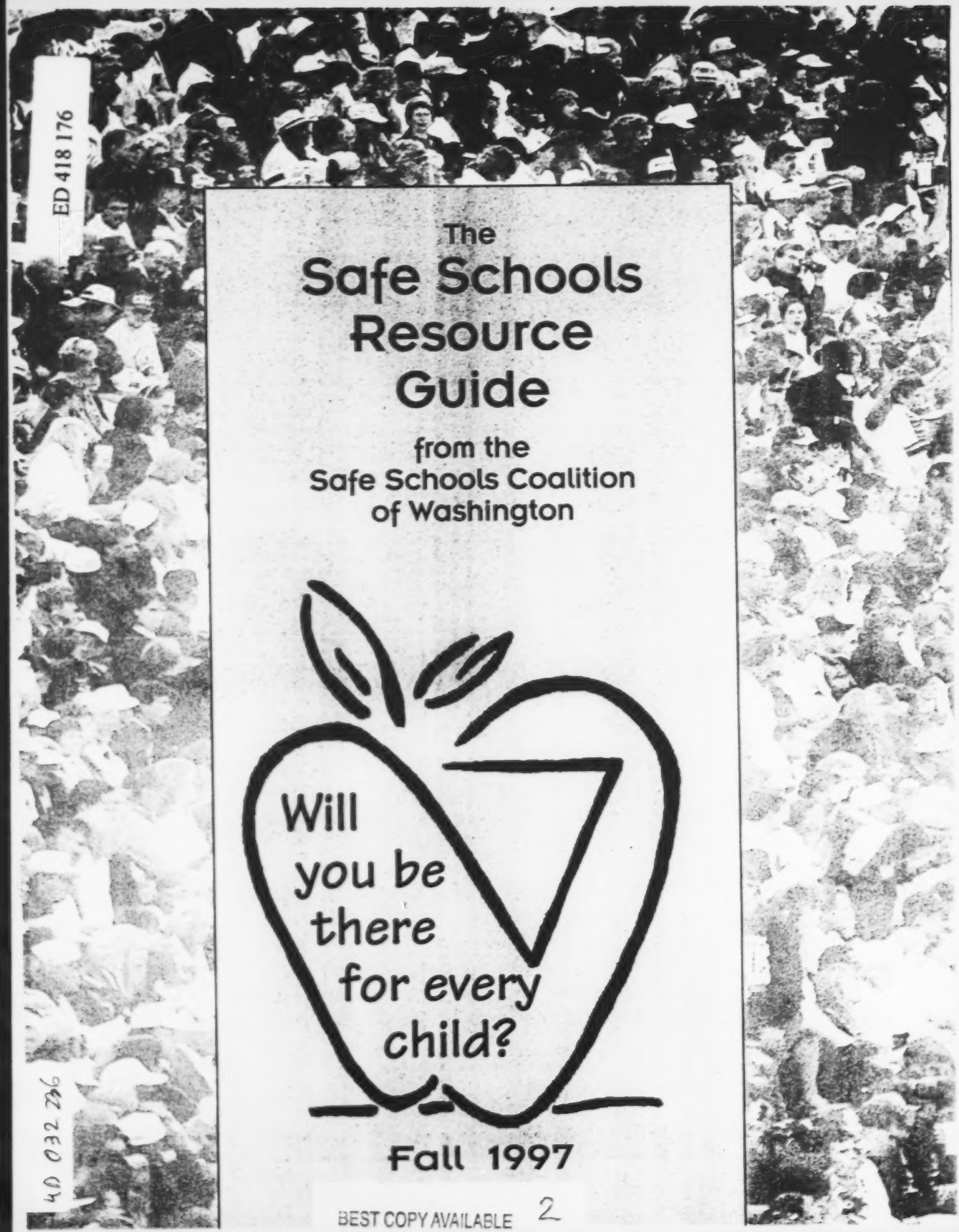

The Safe Schools Resource Guide

from the
Safe Schools Coalition
of Washington

Fall 1997

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The Ninety Offices, Agencies And Organizations Which Belong To The Safe Schools Coalition of Washington

- American Friends Service Committee
- Association For Sexuality Education and Training (ASSET)
- Bainbridge Island School District's Multicultural Advisory Council
- Benton/Franklin Council for Children and Youth
- Center for Human Services
- Central Washington Comprehensive Mental Health
- Central Washington University Women's Resource Center
- Community Youth Services
- Empowerment Safety Respect America
- Equality Washington (formerly Hands Off Washington), Central Office and its twenty-six local coalitions: Bainbridge, Clallam County, East King County, Grant County, Grays Harbor, Island County, Jefferson County, Kitittas County, Kitsap County, Lewis County, Long Beach, Longview, Pierce County, Skagit County, Snohomish County, South King County, Southwest Washington, Spokane County, Stevens County, Thurston County, Tri-Cities, Walla Walla, Wenatchee, Whatcom County, Whitman County, Yakima
- Gay, Lesbian and Straight Education Network (GLSEN) of Washington
- Issaquah High School Student Body Association
- King County Sexual Assault Resource Center
- Lake Washington Education Association
- Lambert House
- Lavender Families Resource Network
- League of Women Voters of Washington
- Northwest Coalition Against Malicious Harassment
- Parents, Family & Friends of Lesbians & Gays (PFLAG), Pacific Northwest Regional Office and its nineteen local chapters: Aberdeen/Harbor Area, Bainbridge Island, Bellevue, Bellingham/NW Washington, Bremerton/Kitsap County, Burien/South King County, Clarkston-Lewiston/Quad Cities, Ellensburg, Everett/Snohomish, Grant County, Olympia, Seattle, Spokane, Tacoma, TriCities, Vancouver/SW Washington, Wenatchee Valley, Whidbey Island, Yakima/Yakima Valley
- Planned Parenthood of Central Washington
- Planned Parenthood of Western Washington
- Ravenna United Methodist Church
- Region V AIDSNet
- School Nurse Organization of Washington
- Seattle City Office for Civil Rights
- Seattle Commission for Sexual Minorities
- Seattle Counseling Service for Sexual Minorities
- Seattle Education Association
- Seattle-King County Department of Public Health
- Seattle Public Schools' Inter-High (Student) Council
- Seattle Public Schools' Office of Comprehensive Health Education
- Seattle Public Schools' Office of Drug/Alcohol Intervention
- Sexuality Educational Services (Olympia)
- Snohomish Health District's GLOBE Youth Program
- Snohomish County Human Services Department
- Stonewall Recovery Services
- Tacoma-Pierce County Department of Public Health
- The Eastside Network (TEN)
- University of Washington School of Medicine, Adolescent Medicine Program
- Washington Education Association
- Washington State Superintendent of Public Instruction
- Yakima Education Association
- Yakima Youth Commission
- Youth Eastside Services (YES)
- Youthcare

The Safe Schools Coalition is a public-private partnership of 90 agencies and many individuals. Its mission is to help make Washington State schools safe places where every family can belong, where every educator can teach, and where every child can learn, regardless of gender identity or sexual orientation.

Permission is granted to photocopy this report.
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8 Reasons Why the Safe Schools Coalition Is Providing this Report and Resource Guide to Schools

1. Because every child is ***entitled*** to equal opportunity to learn, in an emotionally and physically safe place.

2. Because children come from diverse kinds of families and have diverse orientations and identities ... and public schools are supposed to serve them all.

3. Because learning can only take place when the teacher and the student feel respected and secure.

4. Because anti-gay harassment and violence make schools unsafe for ***everybody***, gay and straight.

5. Because many incidents never come to the attention of the school and it's time we understood what students (faculty, parents) experience.

6. Because schools cannot address what they do not know is happening.

7. Because once we know that harassment is happening, we can educate. Only education can prevent harassment; rules are not enough.

8. Because we cannot educate without tools. We need tools with which to prevent harassment, respond to it, recover from it ... and allies in the larger community to support our efforts. We ***are*** a village. We ***can*** be there for every child. Together.

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Part One
Recommendations and Strategies

Recommendation #1:
Establish explicitly protective/inclusive policies and collective bargaining agreements.

Why should harassment policies and collective bargaining agreements include explicit protection for sexual minorities, when all harassment and discrimination is wrong? Isn't that creating a special, protected class of people based on their personal behavior?

First, it is important to address the misunderstanding that one's sexual orientation is a behavior. A person can be celibate for his or her entire life and still have a sexual orientation. One's orientation reflects the gender of people toward whom one feels romantically, emotionally, spiritually and sexually attracted. If a person's most frequent or intense crushes or loves are of the other gender, the person may call him or herself Heterosexual. If he or she mostly falls in love with people of the same gender, he or she may consider him or herself Gay or Lesbian; if they are of both genders, he or she may identify as Bisexual. A person may choose abstinence, regardless of the gender(s) of the people he or she likes or loves.

The second issue here is the notion of a "special, protected class." *Of course*, all harassment and discrimination is wrong. To protect every child (and teacher) from being ostracized or attacked at school is a prerequisite for learning. But until we acknowledge that certain children are more ***often*** the targets of verbal and physical assaults, and until we ***ex***plicitly guarantee them a chance to learn, they will be ***im***plicitly excluded from the wings of our protection. They include children of color, children who speak limited English, those with physical and developmental disabilities, those with religious convictions that are different from the mainstream, and children whose gender role expression or sexual orientation is perceived to be unlike the majority. We must be crystal clear that ***even*** they will be safe in our schools.

What policies and contracts should a district examine? Those regarding:

- ✔adults' and students' rights to protection from, and their responsibility to avoid engaging in, ***hate speech*** (graffiti, etc.) and ***sexual harassment***,
- ✔the right of every member of your school community to ***equal access*** to education, transportation, extra-curricular activities, and facilities,
- ✔the right of every employee to non-discrimination in hiring, promotion and
- ✔the right to learn about ***controversial current events***, and to expect that the teacher will protect the ***dignity*** of all students and families in the process.

Procedures to examine include:

- ✔how you will publicize the policies (and how you will ensure that students, as well as staff, really understand them),
- ✔what efforts you will take to ***prevent*** racial, sexual and other malicious harassment (what anti-bias education you intend to provide),
- ✔how students, parents and staff can handle and, if necessary, report offensive or harassing behavior,
- ✔what people can expect in terms of discipline (and that offenses based on sexual orientation will be treated consistently with offenses involving religion or race; and that retribution for reporting will be punished).

Recommendation #2:
Search for, hire and retain a diverse staff.

Why should schools hire openly GLBT teachers, administrators and other staff people? Wouldn't that endanger children? Besides, whose business is it if someone is Gay? Why does a teacher or secretary need to "come out" about a thing as personal as his or her sexual orientation?

There are two issues here: the fitness of GLBT educators to teach and the matter of how open about their lives they should be allowed to be.

As for fitness, the notion that Gay people are pedophiles is, like all stereotypes, nonsense. Certainly no pedophiles, Gay or Heterosexual, should be allowed to teach. There are pedophiles of both genders and all sexual orientations. *Most* sex offenses, however, are committed by males against females.[1] And most Gay, Lesbian, Bisexual and Transgender people find the notion of a sexual relationship between an adult and a child or teen abhorrent ... just as most Heterosexual people do. It is time that schools, of all institutions the one that ought most to be responsive to current knowledge, stopped perpetuating this vicious stereotype about Gay people.

As for the question of openness, suppose there were a teacher with diabetes at your school. Would you not want the children with diabetes to know about it? Some readers will say, "Yes, but I do not object to diabetes on moral grounds, as I do to homosexuality." What about a Jewish school secretary? Would it not be good for the children (including those who were not Jewish) to know that they knew a Jewish person and that she was just a person? Even Christian and Muslim families who disagree with Judaism on moral grounds would probably agree that it is best for children growing up in a democracy to get to know people who are different from them. "But," some readers will argue, "this is different; this is about sex." Knowing that your Principal is a Lesbian, even knowing that she has a life partner, doesn't mean knowing anything about her sex life ... any more than knowing that she was married to a man would tell you about her sexual behavior.

What a person does in bed is private. Who he or she *is*, is not. Heterosexual counselors put pictures of their wives on their desks; Heterosexual coaches mention where they went skiing with their husbands this weekend; Heterosexual janitors wear wedding bands. **It is good for children to see the adults in their lives as whole human beings in all their complexity.** It is time that the two to nine percent of school employees who are Gay, Lesbian or Bisexual had the chance to enrich their schools in the same way.[2] **The children need them.**

What, then, can a school board and administration do?

- ✔Issue written and verbal expectations of students and staff, holding everyone responsible for behaving with courtesy and dignity toward one another, in all their diversity (with respect to race, gender, religion, ethnicity, disability, and sexual orientation).
- ✔Direct the human resources department to advertise job openings in the Gay press as well as the Spanish-language press, the African-American press, the Asian-American press and the mainstream press. The wider the net, the more likely the search is to turn up excellent educators.
- ✔Be clear with administrators that you expect them to support every employee who performs his or her job in a professional manner. Specify that this includes those who are Gay, Lesbian, Bisexual or Transgender, *regardless of each person's very personal choice of how open to be.* Have them pass this assurance along to everyone they supervise.

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[1] *Lauman, E. and J. Gagnon, R. Michael and S. Michaels (1994) The Social Organization of Sexuality, University of Chicago Press. According to this national study of 3,432 adults conducted by the University of Chicago, 21.6% of women and 1.3% of men report having ever been forced to do something sexual by a person of the opposite gender. 1.9% of men and .3% of women report having ever been forced by someone of their own sex. Among those who were sexually forced as children (age 17 or younger), women were almost ten times as likely, and men three times as likely, to have been forced by someone of the opposite gender than of the same gender.*

[2] *Lauman et al. (1994) According to the University of Chicago study, 2.1% of respondents described themselves to researchers as Gay, Lesbian or Bisexual. That figure may be low, as these were face-to-face interviews and the issue involves a certain stigma. Altogether, 9.4% said that either they had had sex with someone of their own gender since the age of eighteen, that they currently desired or found sexually attractive people of their own gender or of both genders, and/or that they were Gay, Lesbian or Bisexual. The latter figure may be high, in that it includes those who have experimented as adults but who are really predominantly Heterosexual. Thus, the* range *is most useful as a conservative estimate of the proportion of American adults who are Gay, Lesbian or Bisexual.*

Recommendation #3:
Provide staff development.

What is the point of staff development around this issue? Is that not indoctrination? What if some staff people honestly believe that homosexuality is wrong? Does that make them bigots who should be brainwashed into changing their values?

No, they are not all bigots by any means. In fact, many educators who consider homosexual expression to be morally wrong still treat every young person, including sexual minority youth, with dignity.

The purpose of staff training should never be to change people's values. Staff training should give people the knowledge and skills to better uphold the mission of your school district. It should dispel the myths and fears some people may have about sexual minority parents, youth and colleagues. It should provide opportunities for respectful dialogue. Trainers should model ways of intervening in harassment. They should give participants a chance to practice intervening. And training should offer age-appropriate resources for preventing harassment in the first place and administrative support for using them. The point is not to divide your staff (or your community). The point is to help every adult who has contact with a child — from the bus driver to the principal — develop the skills to make school emotionally and physically safe for that child. For all children.

Everyone who comes in contact with children or families needs to:

- ✔understand equity principles and the nature of harassment;
- ✔know your district's equity and harassment policies;
- ✔appreciate the bearing that safety has on learning;
- ✔have the skills to establish a respectful, safe, productive climate;
- ✔have accurate information about the diverse people who belong to the school community, including sexual minorities.

Training is available, tailored to your district's or building's or agency's needs.

Anywhere in the ***Northwest****, call:*

- ✔The Safe Schools Coalition (central clearinghouse) at the American Friends Service Committee ... 206-632-0662, ext. 208.
- ✔The Gay, Lesbian, Bisexual, Transgender Youth Program at the American Friends Service Committee ... 206-632-0500.
- ✔The Northwest Coalition Against Malicious Harassment ... 206-223-9136.

Anywhere in ***Washington State****, call:*

- ✔The Washington Education Association ... 1-800-622-3393.
- ✔The World of Difference Institute at the Anti-Defamation League, Seattle Office ... 206-448-5354.
- ✔The Hands Across the Campus Program at the American Jewish Committee, Washington State Chapter ... 206-622-6315.
- ✔The Northwest Center for Equity and Diversity at Edmonds Community College ... 206-640-1085.
- ✔Seattle Counseling Service for Sexual Minorities ... 206-323-1768.
- ✔Gay, Lesbian, Straight Education Network, Washington State Chapter ... 206-343-8387.

In ***Thurston County***, you can also call:

- ✔The Thurston County Chapter of the Safe Schools Coalition ... 360-943-2590.

In ***East King County***, you can also call:

- ✔Youth Eastside Services (East King County only) ... 206-343-8387

Anywhere, you can call:

- ✔*some* local health departments
- ✔*some* local chapters of P-FLAG (Parents, Family and Friends of Lesbians and Gays) or Equality Washington

Recommendation #4:
Ensure that the library collection includes works which portray diverse individuals and families.

Why should the library collection contain books about Gay people? Especially at the elementary school level, some parents do not want their children exposed to these issues. Why do children as young as these even need to be able to access books about Gay people?

There are two reasons. First, every child needs to see him or herself, his or her own culture and gender and life experiences reflected at school, in order to feel a real sense of belonging. A sense of belonging is a prerequisite for learning. And every family must feel welcome at school, because when parents and stepparents and guardians and co-parents feel welcome, they are more likely to attend family-teacher conferences and to volunteer for bake sales. And studies have shown that kids whose families are involved at school are more apt to succeed academically. That is the bottom line.

Why else are books like these important? Because ***every*** child, gay and straight alike, is endangered by anti-gay prejudice ... and only education can overcome prejudice. Every child is at risk of being ostracized with anti-gay slurs. If a boy is "too" quiet, "too" interested in the arts, "too" likely to walk away from a fight, or "too" academically successful, he may be branded a "faggot." If a girl is "too" athletically inclined, "too" assertive, "too" likely to walk away from a boy's come-on, or "too" academically successful, she may be presumed to be a "dyke." Unfortunately, embodying any gay or lesbian stereotype qualifies a child for abuse. As does having two moms or two dads.

And the abuse is all the more horrifying if a child really ***is*** gay and fits one of the stereotypes! Then he has a terrible choice to make. He will at some point be faced with the fighting words, "Are you gay or what?!" He can lie and walk around in shame or he can be truthful and walk around in fear. In either case, the harassment is likely to escalate to violence if unchecked by an adult. And ***both*** shame and fear can lead to self-destructive health behaviors.

Some school districts in Washington State and around the country are trying to address the problem. Five that we know of, statewide, explicitly prohibit harassment based on sexual orientation, some of those and others have adopted resolutions that declare their intention to serve every child and family. In 1991, for example, the Seattle School District's Cultural Diversity Task Force crafted a Cultural Diversity Bill of Rights. That Bill of Rights, later adopted unanimously by the Board, guarantees "an educational environment in which differences among people are accepted and valued, including race, creed, color, religion, marital status, national origin, sex, sexual orientation, age or handicap."

Now the District staff is trying to fulfill that guarantee through a variety of initiatives. One is to provide books about gay people to the elementary school libraries. Because as long as adults stand by in silence and let children ***mis***educate one another, the results will be academic failure, verbal and physical violence, substance abuse, and suicide attempts.

Recommendation #5:
Support student-led human rights groups and peer education projects.

If you allow an organization such as a student-led human rights group or a peer anti-bias education project to meet on school property, don't you have to allow a student chapter of the KKK or a nazi skin-head group the same privilege?

Yes and no. Every school district has a code of student conduct. It has rules, for instance, against behaviors such as bringing weapons on campus, damaging others' property, physical violence, and threatening acts. A human rights group, peer anti-bias project, or a Gay/Straight Alliance or support group are all unlikely to violate such codes of conduct. And as long as a Klan group, for example, follows the rules they, too, have a right, in a school that receives federal funds and has other non-curricular clubs, to official recognition. Their right, like the right of a Gay/Straight Alliance, is protected by the "Equal Access Act." [20 U.S.C. Subsection 4071]. If they break the rules — not through speech, but through threats or violence or destruction of property — they can certainly be banned from campus and their recognition withdrawn.

Looking for resources?

- ✔For more explanation of students' legal rights and the responsibilities of districts and school employees, see ***Stopping Anti-Gay Abuse of Students in Public Schools: A Legal Perspective.*** It explains the law and suggests steps to take. Lambda Legal Defense and Education Fund, 666 Broadway, Suite 1200, New York, NY 10012-2317. (Ph: 212-995-8585)
- ✔Directors and administrators should see ***Bigotry on Campus: A Planned Response*** for advice about responding to acts ranging from sexist graffiti to a teacher's racial slurs. American Jewish Committee, Seattle Chapter, 1411 Joseph Vance Bldg, 1402 Third Ave, Seattle, WA 98101. (Ph: 206-622-6315, E-mail: seattle@ajc.org)
- ✔Facilitators of human rights clubs and student leaders may want to be in touch with the ***Northwest Coalition Against Malicious Harassment***. They can provide education, training and technical assistance or help you get a human rights group started at your school. PO Box 16776, Seattle, WA 98116. (Ph: 206-233-9136, E-mail: ncamh@aol.com, Website: http://www.nwb.net/nwc)
- ✔Facilitators of Gay/Straight Alliances, and students who are considering starting one, should look at ***Gay/Straight Alliances: A Student Guide.*** Donna Brathwaite, Safe Schools Program for Gay and Lesbian Students, Massachusetts Department of Education, 350 Main Street, Malden, MA 02148-5023. (Ph: 617-388-3300 ext 409, Website: http://info.doe.mass.edu/doedocs/gsa/index.html)

Recommendation #6:

Ensure that the curriculum teaches about prejudice, dispels stereotypes about sexual minority people and promotes courteous, kind treatment of all people.

Will teaching about prejudice and about sexual minority people take time away from language and math?

No. It is very appropriate content for social studies units at all grades. And reading and writing about prejudice can be a perfectly legitimate language arts activity, not a time-consuming add-on. Grammar and spelling can count! In fact, using current events as the spark for a civics or history or language arts or health lesson, can make the lesson relevant so that students ***want*** to learn. That doesn't absorb time; it may even save time since classroom management becomes moot when the topic has the students' attention.

But even if there *were* special time devoted to anti-bias activities, would that not help raise citizens who can function in the changing world of the 21st century? Every child needs to learn about his or her neighbors, *all* of his or her neighbors, if America is to remain healthy into the next millennium.

So what should kids be learning in elementary school to prevent anti-gay bullying then and later?

The Safe Schools Coalition recommends that concepts like these belong in the curriculum:

- ✔There aren't any "girl colors and boy colors" or "girl games and boy games." Those are stereotypes of what you have to like to be a girl or a boy.
- ✔It is wrong to call people names or put them down ... for any reason, including being Gay. Everybody in our school deserves to be treated with kindness. It's important to stick up for yourself (in non-violent ways). It's important to stick up for your friends. And it's also OK to ask adults for help with "put-downs." It is not "tattling" and we want to help you be safe.
- ✔Families come in all different shapes and sizes, including, among many others, two mommy and two daddy families and families with no kids at all (just grown-ups). Some people are born into their family and some are adopted or fostered or "just" loved into their family. Sometimes families live together and sometimes they don't. What makes them a family is that they love and take care of one another.

Messages like these are age-appropriate for kindergartners and first graders. The point is not to advocate one way to be. It is to advocate for every child to be comfortable, safe and healthy in their school so that they can do their very best. The idea is to prepare children to live in a richly diverse world and to treat other people with dignity and courtesy. The idea is to include, among a multitude of other images, a few simple, fair portrayals of every human being, including strong girls, gentle boys, and families of all kinds. That is all it is. It is not sex. It is not promotion. It is education. It is the schools' job.

Will your curriculum efforts meet with a negative response from parents and the larger community?

Maybe. But there are also many, many families who will appreciate your efforts. Not "just" families with a parent or another relative who is a sexual minority, but also lots of others who simply want to help their children become caring, respectful adults. You have more support than you may realize. Some potential allies can be found on pages 16-22 of this ***Safe Schools Resource Guide***.

You can help the community to understand what you are trying to do by holding a town meeting. Invite speakers from the Safe Schools Coalition or from the Gay, Lesbian and Straight Education Network. Show the video ***It's Elementary: Talking About Gay Issues in School.*** It is 78 minutes long, but a 30 minute version is available for use at such events. It comes with a viewing guide to help you plan your event. Contact New Day Films. (Ph: 201-652-6590, E-mail: TMCNDY@aol.com)

How can the community support the schools as they try to address sexual diversity?

- ✔Local **churches, temples, mosques and synagogues** can hold discussion groups. They can invite their neighbors to see books, videos and posters about all kinds of families, including two-mom or two-dad families ... and then donate those resources to the schools.
- ✔**PTA newsletter editors** and local **journalists** can include excerpts of this report in their publications.
- ✔**Sexual assault centers** and other agencies concerned with violence prevention can hold barbecues and pancake breakfasts at which they talk about anti-gay harassment and assault in schools.
- ✔Gay **dads** and grandpas and Lesbian **moms** and grandmas can get involved in their schools, volunteering as tutors and field trip chaperones, giving teachers and other parents a chance to get to know them as people.

Recommendations #7 & 8:
Model respect and consideration for everyone.
Require respect and consideration for everyone.

Of course this* should *be standard practice, but if it were really happening there would be no incidents to report to the Safe Schools Project.

To begin with, the word "respect" causes some confusion. How can you show respect to someone you really believe is immoral? "To respect" in this instance doesn't mean to esteem or admire. That's Webster's *first* meaning. The dictionary *also* defines "respect" as "willingness to show consideration and appreciation." An educator must behave considerately toward every child, family and colleague. She or he must show appreciation for them as learners, guardians, and human beings.

But how?

- ✔Don't wait until harassment has occurred. Learn as much about other people's cultures, values, and relationships as you can. Then demonstrate your respectfulness concretely. Use examples from diverse groups of people as you teach.
- ✔When you begin a lesson in 9th grade health class about birth control, mention that kids who are abstaining may *some* day be glad they learned about this, and that those who are Gay or Lesbian may have a partner of the opposite sex at some point in *their* lives, too.
- ✔When your 3rd grade is making Father's Day cards, suggest that they can make the cards for any men they care about, including their dads and stepdads and foster dads, mom's or dad's boyfriend, their grandpas or uncles, or even the principal or janitor or nurse. And make very clear that they are not limited to one card.
- ✔When you tell your class at the beginning of the year what sorts of slurs you will not tolerate, don't hesitate to be specific and include terms like "faggot" and "sissy" and "dyke" and even "gay." The word "gay" is a slur when it feels derisive to the listener, even if the speaker did not intend it that way. For example, it is sometimes used by students to mean stupid: "That's so Ga-a-ay!"

Recommendation #9:
Intervene in harassment.

First stop the behavior:[1]

Cut it out!	*Keep your hands to yourself!*
That's way out of line!	*Stop it right now!*
Out of the room!	*Whoa, let's not go there.*
Leave him alone!	*Hey, that was uncalled for!*
That is unacceptable!	*(Name of offender), I said knock it off.*

Then explain:

That was a stereotype. Stereotypes are a kind of lie and they hurt people's feelings.

That was a putdown. I don't think it belongs at (name of school).

You may not have meant to hurt anyone, but that was a really derogatory gesture ... It implied he was Gay in a really disrespectful way.

That's bullying. It's against school rules. And besides what business is it of yours if somebody's Gay?

That's mean and it's sexual harassment. It could get you suspended.

Do you guys know what that word means? It's a put down for a Gay man. That's like putting down people of a different race from yours or a different religion.

She may or may not be Lesbian, but writing graffiti and spreading rumors is wrong.

It is not enough to stop the behavior. Students may interpret a simple, "Stop it right now!" to mean that it is OK to bully Johnny, but not during math. And while stopping to explain may take a moment in the short run, it will save time and energy, not to mention some child's heart, in the long run. And that child might not be the one who was targeted. It might be the bystander or the bully. You may be preventing a much more serious assault down the road. It is worth the extra moment.

[1] *The "Stop It Immediately, Then Explain" model was developed by the author and Maureen Considine in 1995.*

Recommendation #10:
Make certain that students and employees know *how* to report an incident; make it safe to do so and take reports seriously.

Are there procedures for reporting harassment in your building? Could any random student you stopped in the hallway tell you to whom they could go? Some staffs and student governments have developed and posted "Safe Staff Lists." These lists identify adults in a building who want to be known as safe harbors, people to whom a student (or a parent or fellow staff person) could come if he or she were being harassed or attacked for being a sexual minority, or if he or she just wanted someone nonjudgmental to talk with honestly about sexual diversity.

If students get a copy of the harassment reporting procedure each year, is it written at an appropriate reading level, or is it written in lawyers' jargon? Does it let students know what will happen if they *do* make a formal report of harassment or violence?

- ✔**Will they be "outed" in the course of resolving the problem? That is, will their sexual orientation or others' perceptions of it become public?** In answering this question, keep in mind that, despite an administrator's best efforts, it is realistic — and honest — to anticipate violations of confidentiality if even a few parties are involved in the investigation and discipline process. Breaches of confidentiality around this issue can be even more dangerous than around other forms of harassment.

- ✔**Will they be required to confront their attackers face-to-face?** Schools are not courts of law, where the accused are entitled to confront their accusers. While it can feel empowering, in some cases, for the target of harassment to face-off in a safe space such as mediation with the bully, it can also be intimidating. And the fear that such a face-to-face encounter will be **required** may significantly chill the likelihood of a student's reporting harassment or violence in the first place, especially anti-gay harassment.

Especially if the answers to the two questions above are "Yes," it is important to offer ***informal*** reporting alternatives. That way, everyone's emotional and physical safety can be addressed, even if no in-depth investigation or disciplinary action is undertaken. The confidentiality of people who feel they've been harassed must be protected — if it matters to them — to the extent that is legally permissible.

On the other hand, you want to avoid nourishing a rumor mill with secrecy. ***With the consent of the targeted person***, you might consider involving witnesses and others in the resolution of the problem.

Recommendation #11:
Educate and discipline the offenders, and monitor and punish retaliation.

It is not OK to handle this kind of problem with what Nan Stein calls "a wink and a scolding."[4] Discipline should be equitable (consistent with offenses involving religion or race).

On the other hand, especially at the elementary school level, "offenders" may not realize the gravity of what they are doing. Of course, they recognize that terms such as "faggot" are demeaning, but they may not see them as fundamentally any different than terms like "jerk" or "snotface." And even adult offenders may have all sorts of misunderstandings about Gay, Lesbian, Bisexual and Transgender people. So, the responsibility of the school is to consider both the education and the discipline of the offender.

Education might mean:

- ✔talking with a counselor or teacher about what you "know" about sexual minority people and figuring out which "facts" are actually stereotypes,
- ✔reading something age-appropriate about sexual minority people,
- ✔meeting some openly Gay, Lesbian, Bisexual or Transgender people and having a chance to ask questions and dispel myths,
- ✔participating in a class about prejudice in general, in which this *kind* of prejudice is addressed in that larger context, and/or
- ✔providing community service (for instance, cleaning up graffiti or volunteering to help your local chapter of Parents, Family and Friends of Lesbians and Gays [P-FLAG] with a family picnic or a book drive).

Once the incident has been handled, monitoring and squelching of retaliation must begin. There should be vigilant adults in every location where the offender and the target might come into contact. After the adults think the harassment is over is often when it begins in earnest. We *cannot* let that keep happening. Too many young people are leaving school prematurely to escape the escalating brutality.

One such young man, Jamie Nabozny, successfully sued the administrators of the Wisconsin schools where he suffered years of unchecked anti-gay abuse ... and from which he eventually dropped out. In 1996, Jamie won nearly one million dollars (Nabozny v. Podlesny, No 95-3634, 1996 WL 4208031 (7th Cir. [Wis.]).

We can prevent more lawsuits and save young lives at the same time.

[4]Stein N. "Slippery Justice." *Educational Leadership: the Journal of the Association for supervision and Curriculum Development* 53:8:64-68 May, 1996.

Recommendation #12:
Address the needs of the targeted person for safety and for support.

Ask the targeted person to help you identify his or her needs and how best to address them.

In terms of the person's safety, it might be important to:

- ✔help the person — or the whole class — find ways of defending themselves and one another ... ways that maintain dignity without escalation,
- ✔ensure an adult presence in the cafeteria or the particular hallway or wherever the harassment is occurring,
- ✔assign the offender to a new seat, a new homeroom or a new class,
- ✔allow the targeted person to change or drop a class, and/or
- ✔assign a security guard to walk the person to and from classes.

In terms of the person's support and recovery, it might be important to:

- ✔provide counseling or, depending upon the severity of the situation, refer them to a community agency such as a rape crisis center.
- ✔make a public statement — perhaps not immediately and without referring to any specific incident — about your zero tolerance for slurs or harassment or violence based on race, religion, sexual orientation, etc.
- ✔educate the entire class, school or staff about sexual minorities, dispelling myths and stereotypes and replacing them with accurate information ... see Recommendation 6, above
- ✔check back periodically to see if the situation is improving ... see Recommendation 11
- ✔start a peer support group or "gay-straight alliance" or encourage the founding of a student-led human rights organization.

Regarding the last suggestion: for some sexual minority teens, the isolation they experience in middle school and high school is as painful as, if not more painful than, the harassment. But even for those who are active in extra-curricular sports, student government and yearbook, having a place to talk with other Gay, Lesbian, Bisexual and Transgender teens can be crucial to their surviving high school. That is why an increasing number of schools are establishing support groups. Some middle school counselors in Seattle and in Portland, Oregon, have also launched support groups for the children of Gay dads and Lesbian moms. Again, isolation is difficult. Schools can act to reduce it.

Local businesses can help by sponsoring Gay/Straight Alliances and school-based human right groups, providing them with refreshments for meetings, use of a bowling alley or skating rink, and small grants for other recreational activities.

Recommendation #13:
Address the needs of the witnesses and the rest of the school community.

If other people saw what happened or heard about it afterwards, some may be feeling scared that they will be the next target. Others may be experiencing guilt for having blown the whistle on the offenders or for *not* having spoken up at the time. Many are probably confused.

They may need:

- ✔a structured opportunity to talk about what happened — otherwise rumors about the episode may develop a life of their own — and about ways of handling such events *as a community* in the future (although, as indicated above, this kind of public discussion should ***only*** be done with the consent of the targeted individual),
- ✔practice intervening in non-violent ways when they witness bullying or harassment,
- ✔accurate information about school policies and procedures,
- ✔accurate information about sexual minority people, and
- ✔reassurance that those in charge will do everything in their power to keep this kind if incident from happening again.

We MUST *do everything in our power to be there for every child.*

Part Two

Agencies and Organizations

For Crisis Support, Education, Training, & Resources About Gay, Lesbian, Bisexual and Transgender Issues

National and International Organizations:

Children of Lesbians and Gays Everywhere (COLAGE): Offers peer support, newsletters, conferences and literature for children with Gay, Lesbian, Bisexual and Transgender parents. 2300 Market St, #165, San Francisco, CA 94114. Ph: 415-861-5437, E-mail: colage@colage.org, Website: http://www.colage.org/

Gay and Lesbian Parents Coalition International: Offers peer support, newsletters, conferences and literature for Gay, Lesbian, Bisexual and Transgender parents. PO Box 50360, Washington, DC 20091. Ph: 202-583-8029, E-mail: GLPCINat@ix.netcom.com, Website: http://www.qrd.org/www/orgs/glpci/

Gay and Lesbian Alliance Against Defamation (GLAAD): Analyzes textbooks and mass media for anti-gay bias and advocates for fair treatment of sexual minorities in media. For information on the textbook project, contact Scott Helle of GLAAD Kansas City. Ph: 816-374-5927

Gay, Lesbian and Straight Education Network (GLSEN): Administers National LGB History Month each October; produces great videos and publications. For help forming or sustaining a Gay/Straight alliance at your school, contact Phoebe Hanshew (ext 109, or E-mail: studentpride@glsen.org). 121 W 27th St, Suite 804, New York, NY 10001. Ph: 212-727-0135, E-mail: glsen@glsen.org, Website: http://www.glsen.org

Lambda Legal Defense and Education Fund: Provides legal advice and support for people experiencing sexual orientation-based harassment and other discrimination. 666 Broadway, Suite 1200, New York, NY 10012-2317. Ph: 212-995-8585

National Youth Advocacy Coalition: Lobbies for legislative protection against discrimination for sexual minority youth, publishes an excellent news magazine regarding sexual minority youth concerns. 1711 Connecticut Ave NW, Suite 206, Washington, DC 20009. Ph: 202-319-7596, E-mail: NYouthAC@aol.com

!OutProud! The National Coalition for Gay, Lesbian, Bisexual and Transgender Youth: Provides advocacy, resources and support to LGB youth and agencies that work with them. 369-B Third Street, Suite 362, San Rafael, CA 94901-3581. Ph: 415-499-0993, E-mail: info@outproud.org, Website: http://www.outproud.org

Parents, Families and Friends of Lesbians and Gays (PFLAG): Provides support, education and advocacy. Distributes excellent brochures (see page 17). Local chapters meet monthly. For parents, siblings and friends and for Gay, Lesbian, Bisexual, and Transgender (GLBT) youth and adults, too. Share concerns, ask questions, good people. If no local chapter is listed below for your town, contact National P-FLAG for more information. 1101 - 14th St NW, Suite 1030, Washington, DC 20005. Ph: 202-638-4200, E-mail: info@pflag.org, Website: http://www.pflag.org

The Peer Listening Line: a toll free hotline, staffed 7p.m.-1a.m. Pacific Time, Mon.-Fri. (as staffing allows) by te hotline has back up by mental health professionals from the sponsoring agency, Family Community Health Center in Boston. Ph 1-800-399-PEER.

The PERSON Project (Public Education Regarding Sexual Orientation Nationally): Provides action alerts, an organizing manual and curriculum information. 586 - 62nd St, Oakland, CA 94609-1245, Ph: 510-601-8883, E-mail: jessea@uclink4.berkeley.edu, Website: http://www.youth.org/loco/PERSONProject

Regional And Statewide Organizations:

**Key CS = Crisis Support (assistance with legal, emotional, practical, and/or political matters),
E = Education (workshops for parents, students, community groups and/or school boards),
T = Training (workshops for professionals, e.g., administrators, teachers, counselors, coaches),
TA=Technical Assistance (with policy and program development, R=Resources (See listings, below)**

Crisis Services and More

The Safe Schools Coalition of Washington: **(CS, E, T, TA and R)** Conducts the Safe Schools Anti-Violence Documentation Project; offers crisis support and on-going advocacy for students, educators and families who experience anti-gay harassment and violence in Washington State schools, public and private; provides technical assistance and training for schools as they work toward becoming safe for every child, educator and family. Resources available from the Coalition include:

- ▼ videotapes of the three 30-second Safe Schools Public Service Announcements *
- ▼ bulk copies of the Safe Schools Project Annual Report **
- ▼ bulk copies of this Resource Guide **

814 NE 40th St, Seattle, WA 98105, Ph: 206-632-0662 ext. 201; for videotapes, Ph: 206-298-7982; ***for assistance in crisis:*** 253-946-4731, E-mail: FKTakamura@aol.com *or* Jerryp2wa@aol.com,
Website: http://members.tripod.com/~claytoly/safe

The Connections Line at Seattle Counseling Service for Sexual Minorities: **(CS, T)** Provides crisis intervention, family mediation, suicide intervention and referrals for ongoing counseling and support; also accepts reports and conducts interviews for the Safe Schools Anti-Violence Documentation Project. Staffed Mon to Thurs, noon to 9:00; Fri, noon to 6:00. ***For assistance in crisis or otherwise:*** **1-800-5B-PROUD**

Gay, Lesbian, Straight Education Network, Washington State chapter: **(CS, E, T, TA and R)** Offers a great 60-90 min workshop called "Making Schools Safe," for staff meetings (K-12) after which a tub of resources can be loaned to the school, containing books and videos for continuing self-study by staff. Also conducts annual back-to-school events and conferences. Meets monthly (educational and social). Provides crisis support and advocacy to students, educators and families. 1202 E Pike, Suite 569, Seattle, WA 98122, Ph: 206-343-8387 or, ***for assistance in crisis:*** 206-631-2142, E-mail: GLSENWASH@aol.com

Washington Education Association: **(CS, T, TA and R)** Provides support, training and advocacy, especially for its members, but also for students and families experiencing harassment and discrimination at school. 33434 - 8th Ave S, Federal Way, WA 98003, Ph: 800-622-3393 (statewide) or 253-946-4695, or, ***for assistance in crisis:*** 253-946-4731, E-mail: FKTakamura@aol.com *or* Jerryp2wa@aol.com

Other Services

American Civil Liberties Union of Washington: **(R)** Provides legal assistance (only on a very select basis) as well as a complaint line offering assistance with violations to civil liberties. 705 Second Ave, Suite 300, Seattle, WA 98104, Business Ph: 206-624-2184, Complaint Line: 206-624-2180

American Friends Service Committee, PNW Regional Office's Gay, Lesbian, Bi, Trans Youth Program: **(E, T, TA and R)** Provides trained youth panelists for classroom and professional workshops, who can speak from a personal perspective about their lives. Conducts various other activities to amplify the voices of sexual minority youth and other disenfranchised groups of people. 814 NE 40th St, Seattle, WA 98105, Ph: 206-632-0500 ext. 104, E-mail: afscpnr@igc.apc.org

Equality Washington *(formerly Hands Off Washington/Washington Citizens for Fairness & the Privacy Fund):* **(E, R)** Lobbies and educates to ensure equal rights for Gay, Lesbian, Bisexual and Transgender people. Can provide presentations re: employment discrimination, Gay marriage, and other legislative issues. Ph: 206-323-5191, E-mail: equality@nwlink.com, Website: http://www.nwlink.com/~equality.com

* *for ordering information about the PSAs, see page 23*
** *for quantities of 100 or fewer, see* Northwest Coalition Against Malicious Harassment *on page 15*

Ingersoll Gender Center: Offers peer support groups for the Transsexual, Transvestite and Transgender community, information and assistance for professionals (teachers, counselors), written resources and referrals. 1812 E Madison, Suite 106, Seattle, WA 98122. Ph: 206-329-6651 (staffed Tues and Fri 6-8 p.m. and Saturday 10 a.m. to noon, Pacific time), E-mail: ingersoll@ingersollcenter.org, Website: http://www.ingersollcenter.org

Northwest Center for Equity and Diversity *at Edmonds Community College:* **(E, T)** Offers training about various bias and diversity issues (racism, anti-immigrant bias, anti-gay bias, etc.). Ph: 206-640-1085, Scan: 721-1085

Northwest Coalition Against Malicious Harassment: **(E, T, TA and R)** Monitors hate violence and the activities of organized hate groups in the Northwest. Provides education, training and technical assistance regarding hate-motivated violence and other forms of bigotry. Supports the efforts of local human rights task forces in schools and communities in six states (WA, OR, ID, CO, WY, and MT). Call them for help getting a human rights group started at your school. PO Box 16776, Seattle, WA 98116, Ph: 206-233-9136, Fax: 233-0611, E-mail: ncamh@aol.com, Website: http://www.nwb.net/nwc

Office of Equity, Washington State Superintendent of Public Instruction: **(T, TA and R)** Provides technical assistance and training regarding equity principals, especially in terms of race and sex discrimination.. Can provide samples of Gay-inclusive anti-harassment policies. PO Box 47200, Olympia, WA 98504-7200, Ph: 360-753-2560, E-mail: darcyl@ospi.wednet.edu

The Pride Foundation: **(R)** Provides grants to schools and other organizations as well as scholarships. 1202 E Pike St, Suite 1001, Seattle, WA 98122, Ph: 206-323-3318

The Regional EAGLE Scholarship Fund: **(R)** The Employee Association for Gays and Lesbians of U.S. West Communications provides scholarships. PO Box 4321, Seattle, WA 98104, Ph: 206-689-6988

Washington Coalition Against Censorship: **(TA and R)** Provides resources and technical assistance (confidential consultation) for librarians, school administrators, other educators, and community members regarding freedom of expression and censorship. 6201- 15th NW, Suite 640, Seattle, WA 98107, Ph: 206-784-6418

Washington Coalition of Sexual Assault Programs: **(R)** This is ***not a crisis line.*** It provides information about sexual assault and makes referrals to local sexual assault programs and shelters. Ph: 360-754-7583

Resources In Your Professional Association

There are **diversity committees** and/or **sexual minority caucuses** within many of your own professional associations, on a state or national level (e.g., the Washington State School Directors Association, the Association for Supervision and Curriculum Development). They are not only for minorities, but also for heterosexual allies. Contact them or start one today.

Local Organizations

The local organizations which follow may be able to provide support and assistance for teachers and other school employees, as well as students and families. However, the Safe Schools Coalition has *not* met with representatives of every one of these organizations. Some may be more knowledgeable than others about the concerns of sexual minority youth.

Note about other resources: In some towns where there was neither a GLBT youth support group, a PFLAG or Equality Washington chapter, nor a human rights organization, we have listed sexual assault programs, crisis lines, and/or Gay-affirming communities of worship. If you don't find what you need in the pages that follow,

- for a referral to a **sexual assault** program near you, if none is listed here, call **360-754-7583**.
- for a **crisis line**, if none is listed here, call the **operator**.
- for a much more complete list of **congregations of various denominations** that welcome the whole family, see the website entitled *"Washington State Open and Affirming Congregations"* http://gbgmchurches.gbgmumc.org/churches/ravenna/draftlist.html

Everett and Northwest Washington
(Island, San Juan, Skagit, Snohomish, & Whatcom Counties)

Counterpoint Community Mental Health Services: 7416 212th St SW, Suite 3, **Edmonds**, WA 98026. Ph: 425-778-2644

Equality Washington - Whatcom County Coalition (formerly *Hands Off Washington):* lobbies and educates for GLBT civil rights. Can provide presentations re: employment discrimination, Gay marriage, and other legislative issues. Contact person, Scott Wallin, **Bellingham**. Ph: 360-733-3196

Equality Washington - Island, Skagit, and Snohomish County Coalitions: for local contact people and phone numbers, call Kristin Pula, Field Coordinator for Equality/Hands Off Washington, Ph: 206-323-5191

Evergreen Unitarian Universalist Fellowship: a "welcoming" (gay-friendly) congregation, Clergyperson: Rev. Amanda Aikman, 1607 Fourth St, **Marysville**, WA 98270, Ph: 360-659-6621, E-mail: euuf@juno.com

Free Church Unitarian: an unofficially gay-friendly congregation, Pastor: Nan Greer, 1218 Harrison Ave, **Blaine**, WA 98230, Ph: 360-332-4781, E-mail: 105270.2412@compuserv.com

GLOBE (Gay, Lesbian Or Bisexual Empowerment) Youth Support Group: sponsored by the Snohomish County Health Department; gives youth a place "to meet peers, share concerns and questions regarding their sexuality and receive support in a setting which will encourage responsible decision-making." It meets every other Wed evening from 6:30-8:00 p.m. in a safe and confidential place in **Snohomish County**. Ph: 425-339-5251

Island County Crisis Line: 24-hour crisis phone: 1-800-584-3578

Oak Harbor Multicultural Awareness Council: a human rights coalition , Contact person: Tony Turpin, Ph: 360-675-6710

PFLAG - Bellingham/NW Washington: see page one. Call for monthly meeting time/place, Helpline/Ph: 360-733-1500, E-mail: waremo@az.com

PFLAG - Everett/Snohomish County: call for monthly meeting time/place, Ph: 425-252-5927 Website: http://www.brigadoon.com/~clupkes/pflag.htm

PFLAG - Whidbey Island: call for monthly meeting time/place, meets 4th Fri of the month, 7:00 pm, Langley United Methodist Church, 3rd and Anthes, **Langley**

Public Good Project: a human rights coalition in **Bellingham**, Contact person: Paul deArmond, Ph: 360-734-6642

San Juan County Crisis Line: 24-hour crisis phone: 1-800-788-7903

Skagit County Crisis Line: 24-hour crisis phone: 1-800-726-6050

Skagit Rape Relief and Battered Women's Services: member of the Washington Coalition of Sexual Assault Programs. PO Box 301, **Mount Vernon**, WA 98273, 24-hour crisis phone: 360-428-7127

Snohomish County Gay and Bisexual Men's Information Line: sponsored by **Snohomish County** Health District and the Gay Men's Task Force, this line provides recorded information about recreational events and HIV/AIDS risk reduction/prevention support groups. Ph: 425-339-5294

Snohomish Human Rights Task Force: a human rights coalition in the town of **Snohomish**. Contact person: Pam Wessel-Estes, Ph: 425-252-6672

Terrace View Presbyterian Church: a "more light" (gay-friendly) congregation. Clergyperson: Rev. Richard K. Gibson, 4700 - 228th St SW, **Mountlake Terrace**, WA, 98043, Ph: 206-778-7227

Whatcom Human Rights Task Force: Contact people: Vernon and Rebecca Johnson, Ph: 360-650-4874 or Shirley Osterhaus, Ph: 360-734-5176

Spokane and Northeast Washington
(Adams, Ferry, Lincoln, Pend Oreille, Spokane, & Stevens Counties)

Community Congregational United Church of Christ: an "open and affirming" (gay-friendly) congregation. Pastor: Kristine A. Zakarison, 525 NE Campus, **Pullman**, WA 99163, Ph: 509-332-6411, E-mail: Kristine@pullman.com

Odyssey: a peer-to-peer health education and AIDS prevention program, Odyssey is open (at a confidential location in **Spokane**) from 4:30 to 9:30 p.m., Tues through Fri. From 7:00 to 9:00 each night is a structured, facilitated support group. Other hours are for educational and social activities. Tues is for youth ages 14-17; Wed, young adults 21-24; Thurs, young adults 18-24; Fri, people 14-24. Contact people: Rob Crumley, Ph: 509-325-3637; and Lisa St. John, 509-324-1547

Equality Washington - Spokane and Stevens County Coalitions (formerly *Hands Off Washington*): for local contact people and phone numbers, call Kristin Pula, Field Coordinator for Equality/Hands Off Washington, Ph: 206-323-5191

Family Crisis Support Network: member of the Washington Coalition of Sexual Assault Programs. PO Box 944, **Newport**, WA 99156, 24-hour crisis phone: 1-800-548-3133

Family Resource Center of Lincoln County: member of the Washington Coalition of Sexual Assault Programs. PO Box 1130, **Davenport**, WA 99122, 24-hour crisis phone: 1-800-932-0932

Lincoln County Crisis Line: 24-hour crisis phone: 1-800-244-7444

Pend Oreille County Crisis Line: 24-hour crisis phone: 1-800-767-6081

PFLAG - Spokane: see page one. Call for monthly meeting time/place. Helpline/Ph: 509-489-2266, Website: http://people.delphi.com/jefcou/pflag.htm

San Poil Human Rights League: Contact people, Robert and Deborah Ramsey; PO Box 1104, **Republic**, WA 99166, Ph: 509-775-2685

Spokane Human Rights Commission: Contact person, Cherie Berthon, 808 W Spokane Falls Blvd, 5th flr, **Spokane**, WA 99201, Ph: 509-625-6263

Upper Columbia Human Rights Coalition: Contact people, Paul Lucero; PO Box 635, **Colville**, WA 99114, Ph: 509-684-3977 or Leslie Waters, Ph: 509-684-3701

Tri-cities and Southeast Washington
(Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla, & Whitman Counties)

Asotin/Garfield Counties Crisis Line: 24-hour crisis phone: 509-758-3341

Columbia County Crisis Line: 24-hour crisis phone: 509-382-2527

Equality Washington - Whitman County, Tri-Cities and Walla Walla Coalitions (formerly *Hands Off Washington*): for local contact people and phone numbers, call Kristin Pula, Field Coordinator for Equality/Hands Off Washington, Ph: 206-423-5191

PFLAG - Clarkston-Lewiston/Quad Cities: see page one. Call for monthly meeting time/place, Ph: 509-758-6437

PFLAG - Richland/Tri-Cities: call for monthly meeting time/place, Ph: 509-735-4643

Walla Walla County Crisis Line: 24-hour crisis phone: 509-522-4278

Walla Walla YWCA: member of the Washington Coalition of Sexual Assault Programs. 213 S 1st St, **Walla Walla**, WA 99362, 24-hour crisis phone: 509-525-2570

Whitman County Crisis Line: 24-hour crisis phone: 509-332-1505

Ellensburg and Central Washington
(Chelan, Douglas, Grant, Kittitas, Klickitat, Okanogan, & Yakima Counties)

Equality Washington - Grant and Kittitas County and Yakima and Wenatchee Coalitions (formerly *Hands Off Washington*): for local contact people and phone numbers, call Kristin Pula, Field Coordinator for Equality/Hands Off Washington, Ph: 206-323-5191

Faith Lutheran Church: a "reconciled in Christ" (gay-friendly) congregation. PO Box 418, **Leavenworth**, WA 98826-0418, Ph: 509-548-7010

Fullness of God Lutheran Church: a "reconciled in Christ" (gay-friendly) congregation. Holden Village, **Chelan**, WA 98816, Ph: 509-678-3644, E-mail: http://www.elca.org/cgi-bin/close/

Grant County Crisis Line: 24-hour crisis phone: 509-765-1717

Kittitas Human Rights Task Force: Contact people: Larry Lowther, Ph: 509-925-3505 or Pastor Lowell Murphree, First United Methodist Church, 210 N Rugy St, **Ellensburg**, WA 98926. Ph: 509-962-9257

Klickitat County Crisis Line: 24-hour crisis phone: 1-800-235-4765

Lower Valley Crisis and Support Services: member of the Washington Coalition of Sexual Assault Programs. PO Box 93, **Sunnyside**, WA 98944, 24-hour crisis phone: 509-837-6689

Okanogan County Crisis Line: 24-hour crisis phone: 509-826-6191

Our Place: member of the Washington Coalition of Sexual Assault Programs. PO Box 1394, **Moses Lake**, WA 98837, 24-hour crisis phone: 1-800-491-1214

PFLAG - Ellensburg: see page one. Call for monthly meeting time/place, Ph: 509-925-5594

PFLAG - Ephrata/Grant County: call for monthly meeting time/place, Ph: 509-754-4776, E-Mail: ernies@televar.com

PFLAG - Wenatchee/Wenatchee Valley: call for monthly meeting time/place, Helpline/Ph: 509-663-5208, Website: http://www.geocities.com/WestHollywood/3188/

PFLAG - Yakima/Yakima Valley: call for monthly meeting time/place, Helpline/Ph: 509-576-9625

The Support Center: member of the Washington Coalition of Sexual Assault Programs. PO Box 3639, **Omak**, WA 98841-1463, 24-hour crisis phone: 509-826-3221

Olympia and Southwest Washington
(Clark, Cowlitz, Grays Harbor, Lewis, Pacific, Skamania, Thurston, & Wahkiakum Counties)

Emergency Support Shelter and Sexual Assault Center: member of the Washington Coalition of Sexual Assault Programs. PO Box 877, **Kelso**, WA 96626, 24-hour crisis phone: 360-636-8471

Equality Washington - Southwest Washington Coalition (formerly *Hands Off Washington*): Contact person, Diane Hibbard, **Vancouver**. Ph: 360-695-1002

Equality Washington - Thurston and Lewis County and Grays Harbor, Longview and Long Beach Coalitions: for local contact people and phone numbers, call Kristin Pula, Field Coordinator for Equality/Hands Off Washington, Ph: 206-323-5191

Grays Harbor County Crisis Line: 24-hour crisis phone: 1-800-685-6556

Human Response Network: member of the Washington Coalition of Sexual Assault Programs. PO Box 337, **Chehalis**, WA 98532, 24-hour crisis phone: 1-800-244-7414

Lacey Eternal Light Metropolitan Community Church: a predominantly Gay, Lesbian, Bisexual denomination. Pastor: Claine Lust, PO Box 8507, **Lacey**, WA 98509, Ph: 360-352-8157
Website: http://members.aol.com/elmccoly

Lewis County Crisis Line: 24-hour crisis phone: 1-800-244-7444

Lower Columbia Human Rights Association: Contact people, Barbara Vining, Ph: 360-577-3074 or Joe Titus; Ph: 360-577-3074

Pacific County Crisis Line: 24-hour crisis phone: 1-800-884-2298

PFLAG - Aberdeen/Harbor Area: see page one. Call for monthly meeting time/place, Helpline/Ph: 360-533-5025

PFLAG - Olympia: call for monthly meeting time/place, Helpline/Ph: 360-866-0511, E-Mail: pflagolywa@aol.com, Website: http://members.tripod.com/~claytoly/PFLAG-Olympia

PFLAG - Vancouver/Clark County: call for monthly meeting time/place, Ph: 360-574-7117, E-mail: mwaser@pacifier.

Phoenix Rising: provides mental health/counseling services for sexual minoritiy youth and adults. Based in **Portland**, it also serves **Southwest Washington**. Ph: 503-223-8299.

Safe Schools Coalition, Thurston County chapter: meets monthly; works to help **Thurston County** schools to become safe places for children, educators and families of all sexual orientations and gender identities. Ph: 360-943-2590, E-mail: gclayton@waonline.com

Skamania County Council on Domestic Violence and Sexual Assault: member of the Washington Coalition of Sexual Assault Programs. PO Box 477, **Stevenson**, WA 98648, 24-hour crisis phone: 509-427-4210

Skamania County Crisis Line: 24-hour crisis phone: 509-427-9488

Stonewall Youth: peer support, information and advocacy for Bisexual, Gay, Lesbian, Transgendered and questioning youth, age 21 and under. Facilitated group meets Wednesdays, 5:00 pm, in a safe, confidential location. Stonewall also offers safe, drug-free social activities (dances, video nights, bowling) and a speaker's bureau. Contact person: Suzanne Hidde, PO Box 7383, **Olympia**, WA 98507. Info Line: 360-705-2738 (staffed from 7-11 PM) Website: http://members.tripod.com/~swoosh/Stonewall

Thurston Council on Cultural Diversity and Human Rights: Contact person, Ruth Elder; Ph: 360-786-5498

Triple Point: a social, support, leadership program for Gay, Lesbian, Bisexual, Transgender and questioning youth, ages 13 - 21. Meets Tues evenings and Thurs afternoons for "coffee talks." Also has a Speaker's Bureau, in collaboration with Portland-based Phoenix Rising; sends panels of youth around the Portland metropolitan area (including **Clark County**) to talk about their experiences growing up as sexual minorities. Contact person: Celeste Baskett, Ph: 360-735-9170

Vancouver Voice: monthly newspaper serving the southwest Washington sexual minority community and their friends and families. PO Box 5884, **Vancouver**, WA 98668-5884. Ph: 360-737-9879

Wahkiakum County Crisis Line: 24-hour crisis phone: 360-795-8630

YWCA Office of Intercultural Affairs: offers advocacy and referral regarding discrimination, including anti-gay discrimination. **Vancouver**, WA. Ph: 360-696-0167

Tacoma and Western Washington
(Clallam, Jefferson, Kitsap, Mason, & Pierce Counties)

Clallam County Crisis Line: 24-hour crisis phone: 360-452-4500

Domestic Violence and Sexual Assault Program: member of the Washington Coalition of Sexual Assault Programs. PO Box 743, **Port Townsend**, WA 98368, 24-hour crisis phone: 360-385-5291

Entre Hermanos: a support group for Latino Gays and Lesbians. Meets 1st and 3rd Thurs of each month, 7:00 pm at POCAAN-Tacoma, 1501 Pacific Ave, Suite 320, **Tacoma**. Ph: 253-272-3554

Equality Washington — Clallam County Coalition (formerly *Hands Off Washington*)**:** Contact person, Dorie Reher, **Port Angeles**. Ph: 360-457-7939

Equality Washington — Jefferson, Kitsap and Pierce County and Bainbridge Coalitions: for local contact people and phone numbers, call Kristin Pula, Field Coordinator for Equality/Hands Off Washington, Ph: 206-323-5191

Jefferson County Crisis Line: 24-hour crisis phone: 1-800-659-0321

Kitsap County Human Rights Commission: Contact person, Denise Hollis; PERS/HS 614 Division, **Port Orchard**, WA 98366, Ph: 360-895-4883

Kitsap Unitarian Universalist Fellowship: a "welcoming" (gay-friendly) congregation, Clergyperson: Rev. Suzelle Lynch, PO Box 2015, **Bremerton**, WA 98310, E-mail: johncs@tscnet.com

Mason County Council on Abuse and Neglect: member of the Washington Coalition of Sexual Assault Programs. 24-hour crisis phone: 1-800-562-6025

OASIS: a health resource program providing education and support to Gay, Lesbian, Bisexual, Transgender, and questioning youth under age 25 to make healthy life choices. Also for family and friends. Sponsored by Tacoma-Pierce County Department of Public Health. 3629 S "D" St., Mail Stop: 134, **Tacoma**, WA 98408. Ph: 253-798-2860, ext 2. E-mail: jerry_wells@co.pierce.wa.us

PFLAG - Bainbridge Island: see page one. Call for monthly meeting time/place. Ph: 360-698-3158

PFLAG - Bremerton/Kitsap County: see page one. Meets in both **Bremerton** and **Silverdale**; call for monthly meeting time/place. Ph: 360-698-3158

PFLAG - Tacoma: call for monthly meeting time/place. Helpline/Ph: 253-565-6674, E-Mail: felnan@aol.com

Puyallup Youth Support Groups: are sponsored by Good Samaritan Mental Health Services, in **Puyallup**; free, drop-in groups for Gay, Lesbian, Bisexual and questioning youth ages 13 to 24. "Have fun, make new friends, hang out." Contact person: Susan Kravit, clinical therapist. Ph: 253-848-9651 (M-Th), Msg Ph: 253-848-5571 ext 3605, TDD: 253-845-3174

Safe Home Sexual Assault Program: member of the Washington Coalition of Sexual Assault Programs. Healthy Families of **Clallam County**. 24-hour crisis phone: 360-452-HELP

Tacoma Human Rights Commission: Contact person, Rosalind Yeater, 747 Market St, Rm 808, **Tacoma**, WA 98402, Ph: 253-591-5151

Ubiquitous: a youth run social/support group for Gay, Lesbian, and Bisexual youth ages 14 or older in **Kitsap County**. It also hosts educational forums for the community. Meeting times vary. Ph: 360-874-8905. Or, for more information, contact the Bremerton-Kitsap County Health District, Sexuality Education Department, Ph: 360-478-5235

Seattle and King County

Anything But Straight: a therapeutic support group for Gay, Lesbian, Bisexual, Transgender and questioning youth ages 13-22, sponsored by the Center for Human Services; meets Wed 6:30-8 pm, 17018 - 15th Ave NE, **Shoreline**. Ph: 206-362-7282, ext 270

Asian Lesbian and Bisexual Alliance: PO Box 14232, **Seattle**, WA 98114, Ph: 206-689-6155, E-mail: albarocks@msn.com, Website: http://www.alba.org

B-GLAD: the Bisexual, Gay, Lesbian Adolescent Drop-in Groups: are weekly support and discussion groups for sexual minority and questioning youth. One for people aged 12-19, sponsored by Youth Eastside Services, meets Thurs 6:30-8 p.m. at YES: 16150 NE 8th in **Bellevue**. Contact person: R. Mackaye Brooke, Ph: 425-747-4937. One for people aged 13-19, sponsored by Planned Parenthood, meets Thurs 4:30-5:30 p.m. at PP: 10056 SE 240th (across from Fred Meyer) in **Kent**. Contact person: Mary Wallace, Ph: 206-328-7736

BiNet/Seattle: a multicultural, multigender group which provides information about Bisexuality and has a speakers' bureau. **Seattle**, Ph: 206-728-4533

Brother to Brother: provides support/networking group and social events for African-American Gay, Bisexual and Transgender men, sponsored by POCAAN, the People of Color Against AIDS Network in **Seattle**, Ph: 206-322-7061 ext 211

Colors in Unity: a support group for youth of color, sponsored by Lambert House for people ages 14 to 22. It meets Wed, 6:00 p.m., 1818 - 15th Ave, **Seattle**. Ph: 206-320-8742

Creating Safe Schools for Sexual Minorities: a project of Seattle Public Schools, its mission is to foster safe schools for everyone, regardless of sexual orientation. It convenes the Sexual Minority Advisory Council and provides education and support to students, staff and parents. Contact person: Tracy Flynn, 1330 N 90th, **Seattle**, WA 98103. Ph: 206-298-7982, E-mail: trflynn@cks.ssd.k12.wa.us

Drug/Alcohol Treatment Group: a harm-reduction group for Gay, Lesbian, Bisexual, Transgender and Questioning youth ages 13-22, sponsored by the Center for Human Services; meets Thurs, 5 pm, at Lambert House, 1818 - 15th Ave, **Seattle**. Contact person: Debbie Bailey, Ph: 206-362-7282, ext 231

Edmonds Unitarian Universalist Church: a "religious community that welcomes diversity" (including sexual minorities). Spiritual Contacts: Barbara Sand and Douglas Hickman, 8109 - 244th St SW, **Edmonds**, WA 98026, Ph: 425-778-0373

Equality Washington - East and South King County Coalitions (formerly *Hands Off Washington*): for local contact people and phone numbers, call Kristin Pula, Field Coordinator for Equality/Hands Off Washington, Ph: 206-323-5191

First Unitarian Universalist Church: a gay-friendly denomination. Clergyperson: Rev. Ken Brown, 25701 - 14th Pl S, **Des Moines**, WA 98198, Ph: 253-839-5200

GAP: Gay and Proud Youth Group: is a weekly support, recreation, education group for Gay, Lesbian, Bisexual, Transgender and questioning youth ages 13-19, sponsored by Federal Way Youth and Family Services; meets Mondays, 3:30 pm. Contact person: Amy Kamm, 33705 Ninth Ave S, **Federal Way**. Ph: 253-835-9975

The Gay-Lesbian-Bisexual-Transgender-and-Questioning Youth Info Line: provides 24-hour information recorded by and for **King County** youth, re: crisis and health resources, support groups, learning and recreation opportunities for sexual minority youth (skating parties, scholarships), and community involvement (how to become involved in equal rights activism, from immigrant rights to employment discrimination); sponsored by the American Friends Service Committee; Ph: **206-322-7900**

Gay Fathers' Association of Seattle: offers support group, social activities, newsletters and forums for Gay and Bisexual fathers in **Seattle**. Ph: 206-324-4359

Intertribal Two-Spirit Nation: provides a monthly support group for, and education about, Gay and Lesbian (Two-Spirit) Native people. Sponsored by the Lesbian Resource Center, 1808 Bellevue Ave, Suite 204, **Seattle**, WA 98122. Ph: 206-901-9133

Kaleidoscope of Families: a support and social group for Gay, Lesbian, Bisexual and Transgender parents, sponsored by Stonewall Recovery Services. **Seattle** meetings, Tues 6:30 - 8 p.m., 430 Broadway E, Seattle; **Bellevue** meetings, Wed 6:30-8 p.m., at Eastside Recovery Center, 1412-140th Pl NE; **Kent** meetings, day, time & site TBA. Childcare is provided for ages 3 and up. Ph: 206-461-4546

Lake Washington United Methodist Church: an unofficially gay-friendly congregation. Pastor: Kathlyn James, 7525 - 132nd NE, **Kirkland,** WA 98033, Ph: 425-885-3311, E-mail: lwumc@wolfenet.com

Lambert House: an activities and resource center for Gay, Lesbian, Bisexual, Transgender, and Questioning Youth. It offers groups for young men, young women, and youth of color (any gender); a computer lab; cross-gender, alcohol/drug recovery and coming out groups; art and theater classes, and a place to hang out, share a meal, or do homework. For people ages 14 to 22. 1818 - 15th Ave, **Seattle**. Ph: 206-322-2515

Lesbian Resource Center: a drop-in center, offering referrals for housing, jobs, therapy, and lesbian-friendly businesses. 1808 Bellevue Ave, Suite 204, **Seattle**, WA 98122. Ph: 206-322-3953

PFLAG - Bellevue: see page one. Call for monthly meeting time/place, Helpline/Ph (Seattle): 206-325-7724

PFLAG - Seattle: call for monthly meeting time/place, Helpline/Ph: 206-325-7724, E-Mail: SeaPFLAG@aol.com

PFLAG - South King County: meets in **Burien**; call for monthly meeting time/place, Ph: 206-248-0972, E-Mail: TaCoF@aol.com

Queer & Asian: PO Box 14153, **Seattle**, WA 98114, Ph: 206-689-6103, E-mail: QAseattle@aol.com

St. Brendan Parish: an unofficially gay-friendly congregation. Pastoral Associate: Ron Ryan, 10051 NE 195th St, **Bothell**, WA 98011, Ph: 425-483-9400

Seattle Counseling Service for Sexual Minorities: provides individual, couples and family counseling; groups, including a "coming out" group; social and educational activities for GLBT people and their families; and a hotline (206-282-9307, in Seattle, or **1-800-5B-PROUD**, toll-free statewide). 1820 E Pine, **Seattle**. Appointment/Business Ph: 206-323-1768

Seattle Young People's Project, Queer Youth Rights Initiative: a youth activist group, QYR meets weekly (4:00 pm, Fri in the Atrium at Seattle Central Community College) "to address the homophobia that faces youth." QYR presents workshops, publishes literature, attends conferences and plans events. 1265 S Main St, Suite 310, **Seattle**, WA 98144. Ph: 206-860-9606, ask for the Queer Youth Rights Intern.

Sistah 2 Sistah: a support/social group for Lesbian, Bisexual and Transgender women of African descent. Meets the 2nd and 4th Sundays, 4:00 - 7:00 pm. Sponsored by POCAAN, the People of Color Against AIDS Network, 1200 S Jackson, Suite 25, **Seattle**. Ph: 206-322-7061

Stonewall Recovery Services: offers substance abuse prevention services and risk-reduction and abstinence programs for Gay, Lesbian, Bisexual and Transgender people (youth and adult) in recovery from alcohol and other substance abuse, and support groups for GLBT youth in general. 430 Broadway E, **Seattle**. Ph: 206-461-4546

Temple B'Nai Torah: an unofficially gay-friendly congregation. Rabbi: James Mirel, 6195 - 92nd Ave SE, **Mercer Island**, WA 98040, Ph: 206-232-7243

TEN: The Eastside Network: provides social and educational gatherings for Gay, Lesbian, Bisexual, Transgender adults and the community-at-large, in East King County. 2015 151st Ave SE, **Bellevue**, WA 98007. Ph: 425-644-2468

Tolt Congregational United Church of Christ: an "open and affirming" (gay-friendly) congregation. Pastor: Jeffrey Spencer, PO Box 447, **Carnation**, WA 98014, Ph: 425-333-4254, E-mail: jeff_spencer.parti@ecunet.org

Vashon Island Unitarian Fellowship: a gay-friendly denomination. Clergyperson: Rev. Laura Leonard, PO Box 1127, **Vashon Island**, WA 98070, Ph: 206-781-5670, E-mail: rlleonard@msn.com

Youth Eastside Services (YES): a licensed mental health agency, offering individual and family counseling and sponsoring the BGLAD group (see above). It also offers training for school personnel, and technical assistance for those planning Gay, Lesbian, Bisexual and Transgender support groups in schools. 16150 NE 8th in **Bellevue**. Contact person: R. Mackaye Brooke, Ph: 425-747-4937

Youth on Common Ground: offers retreats for youth from **the Greater Seattle area,** as safe, fun places to socialize with peers of *all* sexual orientations and gender identities who want to make their schools safe for GLBT and questioning youth. Maintains a list of school-based support groups in King County. Sponsored by American Friends Service Committee, 815 NE 40th, **Seattle**. Ph: 206-632-0500

Youthcare: offers a 24-hour crisis line, providing counseling, shelter referrals, and HIV information for youth. **Seattle**. Ph: 206-725-8888

Resources In Every Town and City

- ▼ Your local education association or your UniServ
- ▼ Your public library
- ▼ Your county health department
- ▼ Your community mental health agency(ies)
- ▼ Your local sexual assault center (They deal with sexual harassment, as well as assault.)
- ▼ Your local crisis line

Part Three
Other Important Resources

For Learning and Teaching About Gay, Lesbian, Bisexual and Transgender Issues

Safe Schools Resource Notebooks

A 2-volume set of binders assembled by the Safe Schools Coalition, now available from GLSEN-Washington (the Gay, Lesbian and Straight Education Network). It is a collection of journal articles and professional papers regarding Gay, Lesbian, Bisexual, Transgender youth and educational issues, relevant to counselors, teachers, coaches, administrators, and support staff. Available at cost to public and private schools in Washington State, we recommend placing it in the faculty room, where all employees can peruse it at their own convenience. Ph: 206-343-8387 (leave a message for Kirk Bell or R. Mackaye Brooke), E-mail: GLSENWASH@aol.com

Safe Schools Public Service Announcements

One videotape containing three 30-second Public Service Announcements from the Safe Schools Coalition of Washington. Speaks to educators and parents. Its powerful tagline says it all: ***Will You Be There For Every Child?*** Available ***free*** on ordinary videotape (for broadcast quality tapes in other formats, there is a charge) Ph: 206-298-7982, E-mail: TRFlynn@cks.ssd.k12.wa.us

Websites

This list was compiled to provide readers with a starting point of selected Web sites, some of which may be helpful to teachers, counselors, parents and youth. The Safe Schools Coalition cannot endorse specific websites, as they change frequently. Many of these sites also contain links to other sites; Research Team members did *not* access all of the linked sites.

What Does it Mean to Be Gay?

AllTogether.com: A Place to Explore Sexuality and Coming Out — a joint effort of the Human Rights Campaign, the Boston Gay, Lesbian, Bisexual Speakers' Bureau, and PlanetOut, this site offers diverse voices to introduce people (Gay and non-Gay; youth and parents, religious and not religious) to the GLBT community; also find coming out strategies for GLBT people and their families — **http://www.AllTogether.com**

Queer Resources Directory — excellent site, contains sections about "queer" (GLBT) youth, history, health and more — **http://www.qrd.org/QRD/www**

Gay/Lesbian Parents and Their Children

COLAGE: Children of Lesbians and Gays Everywhere — contains everything from local chapters, summer camps and scholarships to "Snappy Answers to Stoopid Questions" — **http://www.colage.org/**

GLPCI: Gay and Lesbian Parents Coalition International — contains local chapters, legal resources, information to dispel common myths — **http://www.qrd.org/www/orgs/glpci/**

Gay Christian, Gay Dad, Gay Librarian — contains an assortment of book recommendations on parenting, coming out, relationships; links for librarians (even lists of Gay librarians), electronic book stores — **http://www.geocities.com/WestHollywood/5065/**

Gay/Lesbian YouthLesbian Youth

As a Public Service to our Children: The GLB Youth Advisor — addresses issues such as college, dealing with depression, and coming out — **http://www.qcfurball.com/cat/glb/glb.html**

The Cool Page For Queer Teens! — includes tips on everything from, "what to do if you've been outed unexpectedly" to "when you're having trouble at school" and a special section specifically for Transgender youth — **http://www.pe.net/~bidstrup/cool.htm**

The GLBT Youth Resource Directory — lists pages and links to everything from high school to law school and support groups and organizations — **http://members.aol.com/OurYouth/index.html**

OASIS Gay Youth Magazine Online — features over 50 young columnists ranging in age from 13 to their mid 20s — **http://www.oasismag.com/**

!OutProud! The National Coalition for Gay, Lesbian & Bisexual Youth — see page 1 for details — **http://www.cyberspaces.com/outproud/**

YOUTH 13-17 and *YOUTH 17-21* — two on-line conversation groups offer peer support for often-very-isolated Gay, Lesbian, Bisexual, Transgendered, questioning, and supportive youth, re: such issues as coming out, schools, parents, friends, relationships, and other gay-related and non-gay-related youth issues. Age policy strictly enforced and the groups are NOT dating services. **http://www.critpath.org/youth**

Parents of Gay/Lesbian Youth

My Child is GAY! Now What Do I Do? — addresses parents' most heartfelt questions with honest sensitivity ("Why did my child have to tell me?" "Is it my fault?" "Can my child be cured?" "What about AIDS?") — **http://www.pe.net/~bidstrup/parents.htm**

PFLAG's National Homepage - see page 1 — for details — **http://www.pflag.org/**

PFLAG: Parents, Families and Friends of Lesbians and Gays — contains articles about parents' own painful closets, Transgender children and more - **http://www.critpath.org/pflag-talk/**

Gay/Lesbian Issues and Schools

Gay, Lesbian and Straight Education Network — see page 1 for details — **http://www.glsen.org**

Gay/Straight Alliances: A Student Guide from the Massachusetts Department of Education — includes typical goals and sample rules of GSA's and 10 easy steps for starting a GSA at your school — **http://info.doe.mass.edu/doedocs/GSA/Intro.html**

The P.E.R.S.O.N. Project — see page 1 for details — **http://www.youth.org/loco/PERSONProject/**

Gay-Affirming Religious and Spiritual Resources

Washington State Open and Affirming Congregations — lists Gay-friendly spiritual resources by city. Includes a few Native American and Buddhist groups as well as traditional Judeo-Christian sources. Links to national support for denominations without Gay-friendly congregations in Washington — **http://gbgmchurches.gbgm-umc.org/churches/ravenna/draftlist.html**

Gays for God — provides a library of essays and quotes as well as links to faith communities in a variety of denominations — **http://www.gaysforgod.org/**

Queer-Friendly Religious Links — offers links to mainstream communities of worship (Lutheran, Presbyterian, Evangelical, Jewish) as well as some you might not expect (Brethren/Mennonite, Seventh-Day Adventist, a French-speaking church in Montreal) — **http://world.std.com/~rice/q-light/links.html**

Gay/Lesbian Role Models and Resources for Specific Groups

Deaf Queer Resource Center — site still under construction as of this printing, but it promises to be very valuable for a doubly isolated community — **http://www.deafqueer.org**

The New Gay Workplace Issues Homepage — sort of a school-to-work site for GLBT students, it includes lists of colleges and universities with non-discrimination policies and domestic partner benefits, biblio-graphies of books about Gay businesspeople — **http://www.nyu.edu/pages/sls/gaywork/gaywork.html**

Queer Asian Pacific Resources — contains books, articles, even a list of famous Gay, Lesbian, Bisexual Asian-Pacific people — **http://www.geocities.com/WestHollywood/Heights/5010/resources.html**

Transgender Resources — includes a section for parents of Transgender children as well as general information and resources — **http://www.transgender.org/info/rsrc.html**

Bigotry, Censorship, Discrimination, Hate Violence

The Safe Schools Coalition — see page 1 for details — **http://members.tripod.com/~claytoly/safe**

Community United Against Violence, Hate Crimes Page — offers concrete tips for GLBT people about self-defense, safety, what to expect after an assault and how to report a hate crime — **http://www.xq.com/cuav/hatecr1.htm** (that's a *one* after hatecr, not an *el*.)

New York City Gay and Lesbian Anti-Violence Project — contains vitally important brochures, including one entitled "Male Sexual Assault" — **http://www.avp.org/brochures.html**

Northwest Coalition Against Malicious Harassment — see page 1 for details — **http://www.nwb.net/nwc**

Bibliographies

Another Way of Being: Growing Up Lesbian and Gay and ***We Take Pride in Presenting A Selection of Recent Gay and Lesbian Titles*** from the Seattle Public Library, Contact person: George Lawson, Humanities Department (*free*) Ph: 206-386-4115

Anti-Bias Education Resource Guide. Northwest Coalition Against Malicious Harassment, 1997. $2 ($2.17 with tax in WA) PO Box 16776, Seattle, WA 98116, Ph: 206-233-9136, Fax: 233-0611, E-mail: ncamh@aol.com. Website: http://www.nwb.net/nwc

GLSEN-Boston's annotated bibliography. 15-pages. Contact person: Bernadette Murphy, Ph: 617-327-6579, E-mail: murphybt@aol.com

GLSEN-Colorado's annotated bibliography. PO Box 280346, Lakewood, CO 80228-0346, Ph: 303-936-6562, E-mail: tchrsgrp@aol.com

Picture Books for Children of Gay and Lesbian Parents from Gay and Lesbian Parents International, $2.50, PO Box 43206, Montclair, NJ 07043

Books

For Educators And Parents

The Adoption Reader: Birth Mothers, Adoptive Mothers and Adopted Daughters Tell Their Stories edited by S. Waida-Ellis, 1995. Personal essays and stories about the many complexities of adoption including cross-cultural adoption, open and closed adoption, the birth record debate, and adoption by lesbian couples. Seattle: Seal Press.

Beyond Acceptance: Parents of Lesbians and Gays Talk About Their Experiences by C. Griffin, M. Wirth and A. Wirth, 1986. Written by parents, for parents, this book truly honors the pain and isolation many people feel when they discover their child is Gay, while offering a map for a journey to pride. Still the best book around for a parent or educator who wants to understand Gay kids. NY: St. Martin's Press.

Coming Out of the Classroom Closet: Gay and Lesbian Students, Teachers and Curricula by K. Harbeck, 1992. Includes a discussion of school-based programs for Gay and Lesbian youth, a history of the treatment of Gay and Lesbian educators and their current legal status. NY: Harrington Park Press.

Lesbian & Gay Youth: Care and Counseling by C. Ryan MSW and D. Futterman, MD, 1997. Torie Osborne, former Director of the National Gay, Lesbian Task Force calls it "exciting, absorbing, accessible [and a] 'must read'." Initially published as the entire June, 1997 issue of the American Academy of Pediatrics' hardcover journal, *Adolescent Medicine*, it is now available from Columbia University Press.

Open Lives, Safe Schools: Addressing Gay and Lesbian Issues in Education edited by D. Walling, 1996. A collection of compelling essays about everything from curriculum to openly Gay educators ... as well as the complete ground-breaking story of Lawrence's "coming out" in the comic strip *For Better or For Worse*. Bloomington, IN: Phi Delta Kappan Educational Foundation.

School's Out: The Impact of Gay and Lesbian Issues on America's Schools by Dan Woog, 1995. Based on 300 interviews with teachers, principals, coaches, counselors, students and parents across the country, it's an anecdotal look at what's going on — homosexually speaking — in public and private schools, K-12. Boston, Alyson Publications, 800-5-ALYSON.

For Elementary Libraries & Classrooms

Anna Day and the O-Ring, by E. Wickens, 1994. Includes photos of ordinary people. A story about a boy living with two moms and a dog named Anna Day. Boston: Alyson Publications.

Asha's Mums by R. Elwin and M. Paulse, 1990. Asha's main concern is going on a field trip that she almost misses because her teacher wants only her biological mom to sign the permission slip. Classmates tease Asha and then the teacher must deal with all the different family configurations the children tell about. Toronto: Women's Press.

Belinda's Bouquet, Leslea Newman, 1991. Belinda has two mommies, but the focus of the book is her difference as a "fat" child. One mother provides her support when she is teased. Also depicts a positive boy/girl friendship. Boston: Alyson Publications.

The Duke Who Outlawed Jellybeans by J. Valentine, 1991. Short, engaging stories. In some, a child has two moms or two dads. Others depict strong, competent girls and/or gentle, caring boys. Boston: Alyson Publications.

Families: A Celebration of Diversity, Commitment and Love by A. Jenness, 1990. Seventeen children and their parents discuss the challenges and benefits of contemporary family life. Boston: Houghton Mifflin.

Oliver Button is a Sissy by T. de Paola, 1979. Oliver deals with name-calling and written slurs, but fools them all by excelling in his own area of talent. NY: Harcourt, Brace, Janovich.

Who's In a Family? by R. Skutch, 1994. Picture book with many different examples of families. Berkeley, CA: Tricycle Press.

For Elementary And Middle School Libraries & Classrooms

How Would You Feel If Your Dad Was Gay? by A. Heron and M. Maran, 1991. Michael and Jasmine have Gay dads and Noah's mom is Lesbian. When Jasmine tells her class that her dad is Gay, all three kids find out that many people dislike Gay and Lesbian people. Their families and their school end up addressing prejudice. Boston: Alyson Publications.

For Middle And High School Libraries & Classrooms

Damned Strong Love: The True Story of Willi G. and Stefan K.: A Novel by L. Van Dijk, translated by E. Crawford, 1995. The compelling, fictionalized true story of a teen imprisoned by the Nazis during WWII for being Gay (not for any sexual behavior, but rather for writing a love letter to his boyfriend), as retold to a Dutch author. NY: Henry Holt & Company.

The Shared Heart: Portraits and Stories Celebrating Lesbian, Gay and Bisexual Young People by photographer, A. Mastoon, 1997. Features photographs of LGB youths and powerful first-person accounts about the challenges of growing up Gay. These teens come from a diverse range of racial, economic and family backgrounds. They are class presidents, athletes, artists, and siblings. Boston: The IDPR Group, Ph: 617-437-8493, E-mail: BrianIDPR@aol.com

Uncommon Heroes edited by Sherman and Bernstein, 1994. Black and white photos of LGBT people with brief passages about their lives and their contributions to our society. Some ethnic diversity. NY: Fletcher.

Understanding Sexual Identity: A Book for Gay and Lesbian Teens and Their Friends by J. Rench, 1990. In 56 readable pages, using brief anecdotes followed by a question and answer format, the book addresses name-calling, myths/fears, families, religion and more. Minneapolis: Lerner Publications.

For High School Libraries & Classrooms

Am I Blue? Coming Out From the Silence edited by M. D. Bauer, 1994. Teens are often confused about their sexual orientations and identities; this confusion puts them at risk. This ALA award-winning anthology of funny, sad, memorable short stories for teens about coming out as Gay or Lesbian can speak to their hearts. Its young adult and children's authors are diverse, some gay, some not. NY: HarperCollins.

Growing Up Gay / Growing Up Lesbian edited by B. L. Singer, 1994. Fifty stories by prominent Lesbian and Gay writers and scholars, including James Baldwin, Gloria Anzaldua, Quentin Crisp, Audre Lorde, Walt Whitman and Rita Mae Brown. NY: The New Press.

Living the Spirit: A Gay American Indian Anthology edited by W. Roscoe, 1988. Throughout North America, for centuries before and since the arrival of Europeans, Gay and Lesbian "Two-Spirit" people were recognized and valued members of their tribal communities. NY: St. Martin's Press.

The Men With the Pink Triangle by H. Heger, 1994. Gay people, like Jews and others deemed "undesirable," suffered persecution at the hands of the Nazis. This is the account of one who survived. Boston: Alyson Publications.

Same-Sex Marriage: Pro and Con edited by A. Sullivan, 1996. Contains thought-provoking essays by everyone from Plato to Ann Landers to Barney Frank. NY: Random House/Knopf.

Transgender Warriors: Making History From Joan of Arc to Dennis Rodman by L. Feinberg, 1996. Examines gender role expression across cultures and throughout history in a transfixing, carefully documented but extremely readable style, with photos. High reading level. Boston: Beacon Press.

When Someone You Know Is Gay by S. and D. Cohen, 1989. Addresses heterosexual teens starting where many are: uncomfortable, at the least, with the notion that people they may know personally are Gay. It uses very readable interviews and anecdotes to untangle the most pervasive myths. NY: Dell Publishing.

Booklets and Reports

A Right Wing and a Prayer, The 1997 Hostile Climate Report, and ***"Parental Rights": The Trojan Horse of the Religious Right Attack on Public Education.*** These three reports document school censorship efforts, anti-gay activity around the country,and the anti-education agenda of the far right. People for the American Way, 2000 "M" St NW, Suite 400, Washington, DC 20036. Ph: 202-467-4999 ... High School - Adults

Ask Sybil Liberty. Information sheets about discrimination (including sexual orientation-related discrimination), censorship, dress codes, etc. featuring an African-American female superhero (Sybil). American Civil Liberties Union, Public Education Dept, 132 W 43rd St, New York, NY 10036, Ph: 212-944-9800, ext 422 ... Middle - High School

Bigotry on Campus: A Planned Response. Written for university administrators, this booklet is vital read-ing for K-12 administrators, as well. It offers concrete advice for responding to acts ranging from sexist graffiti to faculty members' racial slurs. American Jewish Committee, Seattle Chapter, 1411 Joseph Vance Bldg, 1402 Third Ave, Seattle, WA 98101. Ph: 206-622-6315, E-mail: seattle@ajc.org ... Administrators

Breaking the Silence: Addressing Gay Issues in Independent Schools. This resource manual has sections for administrators, librarians and teachers of English, History, Family Life, Biology, etc. One of many re-sources from the Gay, Lesbian and Straight Education Network (GLSEN), 121 W 27th St, Suite 804, New York, NY 10001. Ph: 212-727-0135, E-mail: glsen@glsen.org, Website: http://www.glsen.org ... Adults

Bruised Bodies, Bruised Spirits: An Assessment of the Current Climate of Safety for Gay, Lesbian and Bisexual Youth in Southeastern Michigan Schools. Not just for Michigan use. Contains poster to copy for every counselor's and nurse's office about things you are open to discussing; a checklist for assessing how well your school meets the needs of GLB students, employees and parents; sample policies and more. GLSEN-Detroit, PO Box 893, Birmingham, MI 48012, E-mail: glstndet@aol.com ... Adults

Gay/Straight Alliances: A Student Guide. This *free* 71-page 1995 publication is for students and student organizations to help them plan, start and maintain support groups for GLBT, Heterosexual, and questioning students. Donna Brathwaite, Safe Schools Program for Gay and Lesbian Students, Massachusetts Department of Education, 350 Main Street, Malden, MA 02148-5023. Ph: 617-388-3300 ext 409,
Website: http://info.doe.mass.edu/doedocs/gsa/index.html ... Middle - High School

Lesbian and Gay Parenting: A Resource for Psychologists. (free) A booklet about counseling issues. Ph: 202-336-6050, E-mail: publicinterest@apa.org ... Counselors

From P-FLAG:

All of the following ***may be free*** from your local chapter. Otherwise, contact PFLAG National: 1101 14th Street, NW, Suite 1030, Washington, DC 20005. Ph: 202-638-4200, E-mail: publications@pflag.org

Be Yourself: Questions and Answers For Lesbian, Gay and Bisexual Youth. 28 pages; offers a supportive approach to common concerns of teens who may be questioning their sexual orientation; dispels common myths about LGB people; contains resource list. $2.75 ... Middle - High School

Our Daughters & Sons: Questions and Answers for Parents of Gay, Lesbian, and Bisexual People. 24 pages; covers a wide range of topics vital to parents working to accept their child's sexuality and to build a stronger, more loving relationship with him or her. $2.50 ... Adult

Respect All Youth: Youth and Homosexuality, Issue Paper #3. Revised 3rd edition, 12 pages; includes information on sexual diversity throughout childhood; distinctions among sexual identity, orientation, and behavior; the effects of stigmatization; and guidelines for creating hospitable settings for all children and youth. $2.25 ... Adult

Why Ask Why: Addressing the Research on Homosexuality. 32 pages; examines the history of relating homosexuality to biological traits, discusses current research about homosexuality and biology, addresses the social and political ramifications of the research. $8.00 ... High School - Adult

PFLAG's Transgender Resource Packet. Dispels myths; offers support, resources and a set of articles. $2.00 ... High School - Adult

PFLAG's Bisexuality Resource Packet. Contains facts about bisexuality; commonly asked questions; resources; and a set of articles. $2.00 ... High School - Adult

Stopping Anti-Gay Abuse of Students in Public Schools: A Legal Perspective. Must-read booklet for students, families and educators "who are enduring [or witnessing] the pain of anti-gay hatred and violence" at school. It explains the law and suggests steps to take, from getting safe, to filing complaints, to offering solutions. Lambda Legal Defense and Education Fund, 666 Broadway, Suite 1200, New York, NY 10012-2317. Ph: 212-995-8585 ... Middle School - Adult

Periodicals

ASSET News. Quarterly newsletter from the Association for Sexuality Education and Training, the Northwest's professional association for HIV/AIDS and other sexuality educators. Chockful of conference information, book reviews, and networking opportunities, the newsletter is a benefit of membership. Annual dues $25, PO Box 668, Oak Harbor, WA 98277. Ph: 360-675-2439 ... Adult

Crossroads: Supporting Lesbian, Gay, Bisexual and Transgender Youth. Excellent newsmagazine outlining issues relevant to GLBT youth, allies and service providers. National Youth Advocacy Coalition, 1711 Connecticut Ave NW, Suite Washington, D.C. 20009. Ph: 202-319-7596, E-mail: NYouthAC@aol.com ... Middle School — Adult

insideOUT magazine. A magazine by and for youth. insideOUT, PO Box 460268, San Francisco, CA 94146-0268. Ph: 415-643-0800, E-mail: insideOUT@aol.com, Website: http://www.youth.org/io ... Middle School — College

Love Makes A Family. A quarterly newsmagazine for and about Gay, Lesbian Bisexual and Transgender parents. Love Makes a Family, PO Box 11694, Portland, OR 97211. Ph: 503-228-3892, E-mail: lmfamily@teleport.com ... High School - Adult

Teaching Respect: News from the Gay, Lesbian and Straight Education Network of Washington State. This newsletter is a benefit for members, full of local, state and national news, new resources and thought-provoking essays. Membership costs $35 per year ($15 for students). GLSEN-Washington, 1202 E Pike, Suite 569, Seattle, WA 98122. Ph: 206-343-8387, E-mail: GLSENWASH@aol.com ... High School — Adult

Teaching Tolerance. This ***free,*** semi-annual magazine contains concrete ideas to help teachers foster equity, respect and understanding. It is not focused on sexual orientation, but it's lesson plan ideas address concepts such as *prejudice* and *name-calling*. Ask about teaching kits, grants and fellowships, also. Southern Poverty Law Center, 400 Washington Ave, Montgomery, AL 36104. Ph: 334-264-0286 ... Adult

Curricula Addressing Prejudice and Conflict Resolution

(note: most do not address anti-gay prejudice, specifically)

A World of Difference: An Activity Guide to Celebrate Diversity and Combat Prejudice for Children Ages 6-12 and ***The Prejudice Book: Activities for the Classroom.*** Anti-Defamation League. Washington State Chapter, Ph: 206-448-5354 ... Elementary

Anti-Bias Curriculum by L. Derman-Sparks and the ABC Task Force. National Assn. for the Education of Young Children, Ph: 1-800-424-2460 ... Pre-K - Kindergarten

Awareness and Understanding: Teaching About Prejudice, Tolerance and the Holocaust an activity book by Mary Lloyd for The Children's Museum, Seattle; with shipping and handling, $16.86. Ph: 206-441-1768 ... 3rd - 9th Grade

Bullyproof: A Teacher's Guide on Teasing and Bullying for Use With 4th and 5th Grade Students and ***Flirting or Hurting? A Teacher's Guide on Student to Student Sexual Harassment in Grades 6-12.*** Center for Research on Women, Wellesley College. Ph: 617-283-2500, E-mail: rkrops@wellesley.edu ... 4th-5th Grade and 6th-12th, respectively

Coping with Discrimination. Rosen Publishing Group, 1992. Ph: 212-777-3017 ... Grades 8-12

Creative Conflict Resolution and ***Conflict Resolution in the Middle School, Part Two: Diversity and Conflict Lessons.*** Educators for Social Responsibility, 1994. Ph: 617-864-5164 ... Elementary and Middle School, respectively

Hands Across the Campus Program: Building Respect for Diversity teacher/staff training and school curriculum, student leadership training, and school/community coalition-building components. American Jewish Committee. Washington State Chapter, Ph: 206-622-6315 ... Middle and High School

Learning the Skills of Peacemaking: An Activity Guide for Elementary-Age Children on Communicating, Cooperating, Resolving Conflict. Jalmar Press, 1987. Ph: 310-784-0016 ... Elementary

The Shadow of Hate video and teachers' guide and ***Us and Them: A History of Intolerance*** magazine format text, which tells the stories of some Americans who were hated for who they were, what they looked like, where they came from or what they believed. ***Free,*** one per school at written request of principal. Teaching Tolerance Program, Southern Poverty Law Center. Ph: 334-264-0286 ... Middle and High School

"Teacher, they called me a ___!": Confronting Prejudice and Discrimination in the Classroom by Deborah Byrnes. Anti-Defamation League and the Utah State Office of Education, 1995. Washington State Chapter Ph: 206-448-5354 ... Elementary

Words Can Hurt You: Beginning a Program of Anti-Bias Education by Barbara Thomson. Addison-Wesley, 1993. Ph: 800-423-8309 ... Preschool - Grade 3

Curriculum Supplements Specifically Addressing Gay Issues

Becoming Visible: A Reader in Gay and Lesbian History for High School and College by Kevin Jennings. Drawing from both primary and secondary sources, this reader covers over 2,000 years of history and a diverse range of cultures. Each selection is followed by questions that could be assigned to students, and suggestions for classroom activities. Alyson Publications. Ph: 800-283-3572 ... 9th Grade - College

Breaking the Classroom Silence from Amnesty International, 1994. Many governments around the world violate the human rights of their citizens, often directing particular brutality at homosexuals (imprisonment, torture, etc.) These five lessons, for use in social studies, English and health classes, explore Gay and Lesbian issues not, as other curricula do, in the context of civil or political rights, but in the broader context of human rights. $9.50 includes postage. Amnesty International USA-HRE, 53 West Jackson, Room 1162, Chicago IL 60604. Ph: 312-427-2060 ... High School - Adult

Family Life And Sexual Health (FLASH). Only the high school levels of this comprehensive sexuality curriculum address sexual diversity explicitly. The grade 9/10 teachers' manual (1988) includes a lesson on name-calling (pgs 123-142) that defines the terms "Gay" and "Lesbian" and discourages slurs. The grade 11/12 teachers' manual (1992) contains two lessons on "Gender Orientation" (pgs 45-90). Seattle-King County Department of Public Health, Health Education Materials Project. Ph: 206-296-4902 ... high school

From the Harvard Gay and Lesbian School Issues Project:

Arthur Lipkin, Research Associate, Harvard Graduate School of Education, 210 Longfellow Hall, Cambridge MA 02138. Ph: 617-491-5301, Fax: 617-495-8510, E-mail: lipkinar@hugse1.harvard.edu

Strategies for the Teacher Using Gay/Lesbian-Related Materials in the High School Classroom. This booklet examines the reasons for presenting Gay/Lesbian history and literature in high schools and offers a practical guide for doing so. $10 ... High School

The Stonewall Riots and the History of Gays and Lesbians in the United States (8-10 day Social Studies unit), ***The History and Nature of Homosexuality (and its "Causes")*** (3-5 day unit for use in Psychology or Biology courses), ***Looking at Gay and Lesbian Literature*** (assortment of study questions — including suggestions for writing for Language Arts classes) $10 each ... High School

A Safe Place for Questions by Barbara Blinick. This 1997 resource guide contains lessons on *family* for first grade, *respecting differences* for grades two to five, *name-calling* for sixth grade, *stereotypes* for eighth grade, and *homophobia and history* for high school. Also contains sections on making your campus safe, counseling, and cultural considerations. From San Francisco Unified School District's Support Services for Gay and Lesbian Youth. Contact Kevin Gogin, School Health Programs Department, SFUSD, 1512 Golden Gate Ave., San Francisco CA 94115. Ph: 415-749-3400 ... Grades 1 - 12

Hate Crime Wallet Cards

Hate Crimes: What to Do if It Happens to You. These wallet cards can be attached with velcro to a dramatic poster that says, ***Bash Back Legally: Report Hate Crimes.*** The wallet card explains how the Washington State malicious harassment law protects sexual minorities. It explains the difference between legally protected free speech and illegal hate speech. It explains how to report an anti-gay hate crime (including a threat) so it will be properly classified and can be successfully prosecuted. Available from the Seattle Office for Civil Rights, Ph: 206-684-4514

Posters

Degrading Ethnic, Racial, Sexist or Homophobic Remarks Not Acceptable Here. Simple poster that sets limits in your classroom or office. The Northwest Center for Equity and Diversity, Edmonds Community College. Ph: 206-640-1085, Scan: 721-1085 ... Intermediate Grades+

Famous Lesbian, Gay and Bisexual People in History. Shows 57 historical figures and seven historical events, includes a bibliography. Project 21 Poster, Gay and Lesbian Alliance Against Defamation/SFBA, 1360 Mission St, Suite 200, San Francisco, CA 94103. Ph: 415-861-2244 ... Intermediate Grades+

Unfortunately, History Has Set the Record a Little Too Straight. Famous sexual minority people in history. Donnelly Colt Mail Order, PO Box 188, Hampton, CT 06247. Ph: 203-455-9621 ... Intermediate Grades+

What can you do? Your best friend has just told you, "I'm gay." Poster uses attractive cartoon characters to teach simple compassionate responses to a friend's coming out. In King County, call: 206-632-0662 ext. 201; Elsewhere, call: 612-224-337 ... Middle School+

Will you be there for every friend? The 1997 poster from the Safe Schools Coalition, encouraging Washington State students and educators to call the Safe Schools Project and share their story, if they experience, witness or learn of an incident of anti-gay harassment or violence. ***(free)*** For small quantities contact the Northwest Coalition Against Malicious Harassment, Ph: 206-233-9136, Fax: 233-0611, E-mail: ncamh@aol.com (For quantities of 100 or more, contact Frieda Takamura, Ph: 253-946-4695, E-mail: FKTakamura@aol.com) ... Intermediate Grades - Adult

Traveling Photo Exhibits

Leaving Silence: the Queer Asian & Pacific Islander Oral History Exhibit. Traveling show of portraits of Gay Lesbian, Bisexual and Transgender members of the Asian and Pacific Islander communities. Their photos are accompanied by narratives of their coming out to friends and families. Contact person: Jim Rosengrun, Exhibit Touring Services, Eastern Washington University, Ph: 1-800-356-1256 ... High School+

Love Makes a Family: Living In Lesbian and Gay Families. Traveling photo-text exhibit depicting twenty diverse families with Lesbian and Gay family members (grandparents, parents, youth). Different narratives accompany the photos, depending upon age of audience. Family Diversity Projects, PO Box 1209, Amherst, MA 01004-1209. Ph: 413-256-0502, E-mail: famphoto@aol.com ... Primary to Adult

The Shared Heart: Portraits and Stories Celebrating Lesbian, Gay and Bisexual Young People. Traveling photo exhibit; see the book by the same name on page 26. The IDPR Group, 596 Tremont St., Boston, MA 02118. Ph: 617-437-8493, E-mail: BrianIDPR@aol.com ... Middle School+

Traveling Theater Troupes

Growth And Prevention (GAP) Theatre Company. Provides energetic, age-appropriate workshops using theater as a teaching tool, about various contemporary issues (racism, self-esteem, gender and sexual orientation discrimination, peer pressure, etc.). Available statewide. Ph: 206-448-7575 ... Kindergarten - High School

Living Voices Theater Company. Offers multimedia performances about historical examples of prejudice (the Holocaust, the internment of Japanese-Americans, the experience of Northwest Native People as European-Americans began to arrive) followed by discussion. None of these pieces address Gay issues per se, but each one demonstrates the horrors as well as the compassion of which humans are capable. Available nationally. Ph: 206-328-0798 ... High School

The Youth Troupe, Eastside. Provides interactive, improvisational theater regarding risk reduction, specifically regarding date rape, diversity (including sexual diversity), drugs, gangs, suicide, etc. A 10-minute video is available for previewing the respectful, engaging nature of their programs. ***Free*** for schools and youth-serving agencies in East King County. Ph: 425-747-4937 ... High School

All God's Children (25 min.) Moving documentary by and about Gay and Lesbian African-Americans. Woman Vision, 3145 Geary Blvd, Suite 421, San Francisco, CA 94118. Ph: 415-273-1145, E-mail: womanvsn@aol.com ... High School+

Before Stonewall: The Making of a Gay and Lesbian Community (87 min.) Emmy-award winning documentary of Gay life in the U.S. before 1969. Available in video stores or from Cinema Guild, 1697 Broadway, Suite 802, New York, NY 10019. Ph: 212-246-5522 ... High School

Both My Moms' Names are Judy: Children of Lesbians and Gays Speak Out (10 min.) A diverse group of children ages 7-11 describe what it is like for them to have Lesbian and Gay parents. Lesbian and Gay Parents Association, PO Box 43206, Montclair, NJ 07043. Ph: 202-583-8029 ... Intermediate Grades

The "Different and the Same" Video Series (short discussion starters) Some titles include, "Play Ball" about stereotyping; "The Club" about standing up against prejudice directed against someone else, "Sticks and Stones" about name calling and "Words on the Wall" about hate crimes. Family Communications, GPN, PO Box 80669, Lincoln, NE 68501-0669. Ph: 800-228-4630 ... Elementary School

Gay Youth (40 min., discussion guide) Poignant stories of two adolescents: one who committed suicide, the other openly Gay and supported by family. ETR Associates, PO Box 1830, Santa Cruz, CA 95061. Ph: 800-321-4407, E-mail: etrassociates.org ... High School+

It's Elementary: Talking About Gay Issues in School (78 min., viewing guide; a 30 min version for use in training events is also available) Award-winning documentary is a must-see for all parents and adults who work with young children. It shows real teachers addressing Gay stereotypes, two-mom families, etc. in age-appropriate ways in elementary and middle school classrooms. New Day Films, 22D Hollywood Ave, Hohokus, NJ 07423. Ph: 201-652-6590, E-mail: TMCNDY@aol.com ... Adult

My Family Is Special (due for release: Winter, 1998) From the same filmmakers as *It's Elementary*, it tells the stories of children with Gay and Lesbian parents as well as children who: have a single mother; spend time between two households because their parents are divorced; have step-parents; are being raised by a grandmother or aunt; are adopted; have disabled parents; have parents of two different races; and, last but not least, children who have a mom and a dad who live with them. Women's Educational Media, Ph: 415-641-4616, E-mail: WEMDHC@aol.com ... Primary Grades

Setting the Record Straight (11 min.) Illustrates the problem of homophobia in schools and puts a human face on this important issue. Gay, Lesbian and Straight Education Network, Publications Dept., 122 W 26th St, Suite 1100, New York, NY 10001. Ph: 212-727-0135, E-mail: GLSEN@glsen.org ... Adult

Sexual Orientation: Reading Between the Labels (30 min., discussion guide) Award winning video defines terms such as "sexual orientation" and "is designed to help build respect between individuals of divergent sexual orientations." NEWIST / CESA 7, IS 1040, University of Wisconsin, Green Bay, WI 54311. Ph: 414-465-2599, E-Mail: newist@uwgb.edu ... High School+

Speaking For Ourselves: Portraits of Gay and Lesbian Youth (27 min.) Puts an ethnically diverse and wonderfully human face on the issue, through the stories (in their own words) of sexual minority youth from **Washington State**. Includes some of their parents' perspectives as well. Diversity Productions, 1202 E Pike St, Suite 885, Seattle, WA 98122. Ph: 206-722-9079, E-mail: jmifsud@halcyon.com ... Middle School+

Straight From the Heart: Stories of Parents' Journeys to a New Understanding of Their Gay and Lesbian Children (24 min.) Academy Award nominee examines the issues parents face in coming to terms with having a Gay or Lesbian child, particularly for families with strong religious upbringings. Motivational Media, 8436 W. 3rd Street, Suite 740, Los Angeles, CA 90048. Ph: 213-651-3500, E-mail: intelliven@aol.com... Adult

Resource Suggestions and Corrections

Thank you for helping keep this Resource Guide current and useful.

Type of Resource (check one or more) :

- ⌟ Agency/Org — International/National
- ⌟ Agency/Org — Regional/Statewide
- ⌟ Agency/Org — Local
- ⌟ Website
- ⌟ Bibliography
- ⌟ Book
- ⌟ Booklet
- ⌟ Periodical
- ⌟ Curriculum Re: Prejudice/ Conflict Resolution
- ⌟ Curriculum Supplement Re: Gay Issues
- ⌟ Poster
- ⌟ Traveling Photo Exhibit
- ⌟ Traveling Theater Troupe
- ⌟ Video

Title: _____

Author/Contact person: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ E-mail: _____

Website: _____

Description or Change : _____

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Submitter's Name : _____

Phone (including area code) : _____

This material is appropriate for (circle one or more) :

- ⌟ Pre-Kindergarten Ages
- ⌟ Primary Grades (K-3)
- ⌟ Intermediate Grades (4-6)
- ⌟ Middle School (6-9)
- ⌟ High School (9-12)
- ⌟ Educators and/or Parents

Donations, if any, should be made payable to:

Safe Schools Coalition/AFSC

Please send this form to:

Beth Reis
Seattle-King Co Dept of Public Health
2124 Fourth Ave, Seattle, WA 98121

or

Gabi Clayton
Safe Schools
Thurston County
E-mail: gclayton@waonline.com

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1997 Order Form

Will You Be There for Every Child and Friend?

Quantity

The Fourth Annual Report of the Safe Schools Anti-Violence Documentation Project _____

The Resource Guide For Crisis Support, Education, Training, & Resources About Gay, Lesbian, Bisexual and Transgender Issues _____

The Poster for Washington State Schools _____

Name: _____

School or Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: ( ) _____ E-mail: _____

Please send this form & donations (if any) to: *Northwest Coalition Against Malicious Harassment*, PO Box 16776, Seattle, WA 98116. ***Donations should be made payable to:*** *Safe Schools Coalition/AFSC*

Organization Membership Form

Washington State groups only, please

School District, Agency or Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

First contact person/representative: _____

Phone: (_____) _____ E-mail: _____

Second contact person/representative:

Phone: (_____) _____ E-mail: _____

Please consider us for organizational membership in the Safe Schools Coalition of Washington. If we become a member we will be listed on Coalition letterhead and publications. It means that, as an organization, we support the mission of the Coalition: ***to make Washington State schools safe places where every family can belong, every educator can teach, and every child can learn, regardless of sexual orientation or gender identity.***

We understand that the Coalition survives mostly on the in-kind contributions of its members, but that there are no dues at this time. We understand, too, that joining the Coalition in no way precludes our making independent decisions about our own policies and services.

_____ _____

signature of authorized individual date

Please send this form & donations (if any) to: *Safe Schools Coalition, attn: A. Stewart, American Friends Service Committee, 814 NE 40th St, Seattle, WA 98105*

Note: Each Organizational Member should also have two Individual Membership Forms on file (one for each liaison).

Individual Membership Form

Washington State resident's only, please

Name _____

Day Phone: ( ) _____ Evening Phone: ( ) _____

Fax: ( ) _____ E-mail: _____

Address _____

City _____ State: _____ Zip: _____

1) Congressional District _____ Legislative District _____

2) I can to attend meetings, at least sometimes, in ❑ Seattle ❑ Olympia ❑ Neither, but I want to get mailings

3) I represent a member agency ❑ Yes: _____ ❑ No

4) I ❑ work for ❑ am a student in ❑ vote in ❑ have a child in the following school district(s): _____

5) I ❑ work for ❑ belong to ❑ volunteer for or serve on the following agencies and organizations and boards: _____

_____

6) Please ❑ do ❑ DO NOT include me in a strictly confidential list for use by Coalition members only

7) I would like to contribute to the Coalition by doing:

- ❑ guest speaking or presenting at conferences
- ❑ testifying at legislative hearings or at the annual press conference or speaking with the media
- ❑ data entry
- ❑ grant writing
- ❑ lobbying / educating individual school board members or administrators
- ❑ lobbying / educating individual legislators via mail or in person
- ❑ writing letters to the editor
- ❑ stuffing mailings
- ❑ providing graphic art and design services
- ❑ spending time with and advocating for an individual youth or family in crisis
- ❑ providing training and technical assistance for teachers, counselors, principals, or nurses (call me)
- ❑ taking minutes at meetings and other secretarial jobs
- ❑ committee work (e.g., research, resource guide, press conference, etc.)
- ❑ other: _____

Please send this form & donations (if any) to: *Safe Schools Coalition, attn: A. Stewart, American Friends Service Committee, 814 NE 40th St, Seattle, WA 98105*

Note: Individuals who want to join the Coalition should fill out this form. Organizations that want to join should fill out ***one*** *Organizational Member form and* ***two*** *Individual Membership Forms (one for each liaison).*

- **To report an incident,** call Seattle Counseling Service for Sexual Minorities, between noon and 9 p.m., Monday through Thursday; noon and six on Fridays. In Seattle: 206-323-0220. From anywhere in Washington State, toll-free: 1-800-5B-PROUD.

- **To order additional copies of this Resource Guide,** or of the accompanying report or poster, contact the Northwest Coalition Against Malicious Harassment, PO Box 16776, Seattle WA 98116. Ph: 206-233-9136, E-mail: NCAMH@aol.com, or download it at Website: http://members.tripod.com/~claytoly/ssp_home

- **For more information about the Safe Schools Coalition,** contact Frieda Takamura or Jerry Painter at the Washington Education Association, 33434 - 8th Ave. S, Federal Way, WA 98003. Phone in Washington State: 1-800-622-3393, from elsewhere: 253-941-6700, E-mail: FKTakamura@aol.com or Jerryp2wa@aol.com

- **For more information about the Safe Schools Research Project,** contact Beth Reis at the Seattle-King County Department of Public Health, 2124 Fourth Ave., Seattle, WA 98121. Phone in Washington State: 1-800-325-6165, from elsewhere: 206-296-4755, E-mail: elizabeth.reis@metrokc.gov

- **To join the Safe Schools Coalition,** contact Arlis Stewart at the American Friends Service Committee, 814 NE 40th St, Seattle, WA 98105. Phone: 206-632-0662 ext. 201. E-mail: afscpnr@igc.apc.org

This Resource Guide is provided free of charge as a service to schools; donations to the "Safe Schools Coalition" are gratefully accepted: c/o AFSC, 814 NE 40th St, Seattle, WA 98105.

The Safe Schools Project

Documenting Anti-Gay Harassment and Violence in School
You can help! Share your story.

The Project is gathering the stories of incidents that happened:

- Anywhere in Washington State
- In an elementary, middle or high school (not a college)
- Since 1990
- On school property (or on the way to or from school or at a school sponsored event like a prom or a football game)
- At least partly because of anti-gay bias (although the person who was harassed or attacked may not actually be Gay)

You can make a report about the incident if:

- It happened to you, or
- You saw it happen, or
- The person it happened to told you about it

  For instance, you may be a friend or a family member or a school employee in whom the targeted person confided.

You can report an incident even if:

- You don't want anyone to actually get punished.

  Maybe you just want teachers and principals to know that this kind of thing happens.

- You don't want to give your name.

  We would keep it private even if you did say your name. We would never contact your school unless you asked us to. Most people just want to tell what happened, but not have anyone call their school.

- You feel the school did a good job of handling it.

  We need to hear stories with happy endings, too. Other schools can learn from your school, if a teacher stood up for you or the principal stood up for your child.

- You aren't sure it was such a big deal.

  People sometimes report rapes and beatings, but sometimes they report name-calling or people spreading rumors about someone. We take all of it seriously.

- No single person was actually targeted.

  For example, you might have heard an anti-gay joke on the school bus. No one person was being attacked, but everybody heard it. We want to hear about it.

Call today. The call is free:
1 - 800 - 5B-PROUD

Washington State educators, please photocopy this page and distribute freely.